

Stanislaus County OCCUPATIONAL

OUTLOOK REPORT









Administered by

Terry D. Plett, Director

In Cooperation with:

The State of California Employment Development Department

http://www.edd.ca.gov

For More Information Contact:

Andy Fiskum Stanislaus County Department of Employment & Training

(209) 558-2107 (209) 558-2164 (FAX) www.stannet.org fiskuma@mail.co.stanislaus.ca.us P.O. Box 3389 Modesto, CA 95353-3389



The Stanislaus Economic Development and Workforce ALLIANCE is one of the nation's first organization's overseeing both job training and economic development activities. The ALLIANCE is responsible for bringing both public and private partners together to ensure the continued economic viability of Stanislaus County. A one stop concept has resulted in two key agencies partnering together to form an umbrella organization:

Department of Economic Development

Is committed to marketing Stanislaus County as a place to do business by focusing on business retention, workforce preparation, creation and attraction of jobs.

Department of Employment & Training

Provides job training and placement services. Business Service Consultants work closely with both local employers and applicants to find the best possible match for their employment needs.

ALLIANCE BOARD OF DIRECTORS

Dan Adams

2. Sylvester Aguilar

David Benn

Ross Briles

Ralph Curtis

Joe Duran

Jan Ennenga 7.

8. John Evans

9. John Fantasia

10. Pam Fisher

11. Ernie Flores

12. Jeff Grover

13. Richard Hagerty

14. Kathy Halsey

15. Lauren Hamlin

16. Richard Holmer

17. Marvalene Hughes

18. Larry Hunter

19. Farrell Jackson

20. Jerry Langum

21. Craig Lewis

22. Kirk Lindsey

23. Jim Mayol

24. John McDonnell

25. Heidi McNally-Dial

26. Tom Norquist

27. Will O'Bryant

28. Martin Petersen

29. Gaylord Phillips

30. Terry Plett

31. Gary Plummer

32. Norm Porges

33. Patrick Ringer

34. Carletta Steele

35. Charles Turner

36. Tom Van Groningen

37. Paul Van Konynenburg

38. Brian Velthoen

39. Joanne Waters

40. Robert Wilburn

41. Kenneth Williams

42. Charlie Woods

43. Kathy Wright

Carpenters Local 25 Union Safe Deposit Bank Memorial Medical Center **Funworks** Curtis & Arata Food Processors Credit Union Manufacturers Council of the Central Valley

Mayor, City of Newman

YCCD

CVOC

Solecon

Burchell Nursery Pacific Bell

Modesto Irrigation District

City of Riverbank

CSUS

Bargain Hunter's

City of Oakdale

Santa Fe Nut Company Prudential California Realty

Brite Transport Systems Mayol and Barringer Law Offices

Department of Rehabilitation

City of Ceres

Tenney A. Norquist, Inc.

City of Modesto

SCOE

Teamsters Local 386

Dept. of Employment & Training

Modesto Chamber of Commerce

Prime Shine Express Wells Fargo Bank

State of CA EDD

Mayor, City of Waterford

TVG Consulting

Britton-Konynenburg Partners

Velthoen Assoc Commercial Brokers

Center for Senior Employment

City of Hughson

Sun Specs N Grabbers

City of Turlock

City of Patterson

ACKNOWLEDGMENTS

The Department of Employment & Training of Stanislaus County appreciates the countless contributions of time and expertise made by the many people involved in this project. Without their participation this publication would not have been possible. Particular thanks go to the following for their assistance in the publication of The 2003-2004 Occupational Outlook Report:

The Stanislaus County Employers:

Who took valuable time from their busy schedules to complete the occupational questionnaires.

The Stanislaus County Board of Supervisors:

Pat Paul	Thomas Mayfield	Jeff Grover
District 1	District 2	District 3

Raymond Simon	Paul W. Caruso, Chairman
District 4	District 5

The LMI Steering Committee:

❖Paula Crowther ❖Marta Adint-Weeks ❖	Debbie Malloy
--------------------------------------	---------------

❖Liz Baker
❖Tai Bogan
❖George Boodrookas

❖Randy Svedbech ❖Kathy Harwell ❖Sylvia Zepada

❖Ross Briles
❖Cindia Libran
❖Andy Fiskum

❖Anneka Rodgers ❖Patricia Alcaraz

The LMI Local Partner Staff:

Andy Fiskum, LMI Coordinator Research Assistants

Tai BoganValarie CalderonDon DresslerJohn EgbikuadjeGreg GaudioDorothy MillerCarla O'NealMargaret Synstad

Steve Pestana Don Weber Darlene Williams

State of California Labor Market Information Division:

Marta Adint-Weeks, Site Analyst http://www.calmis.ca.gov

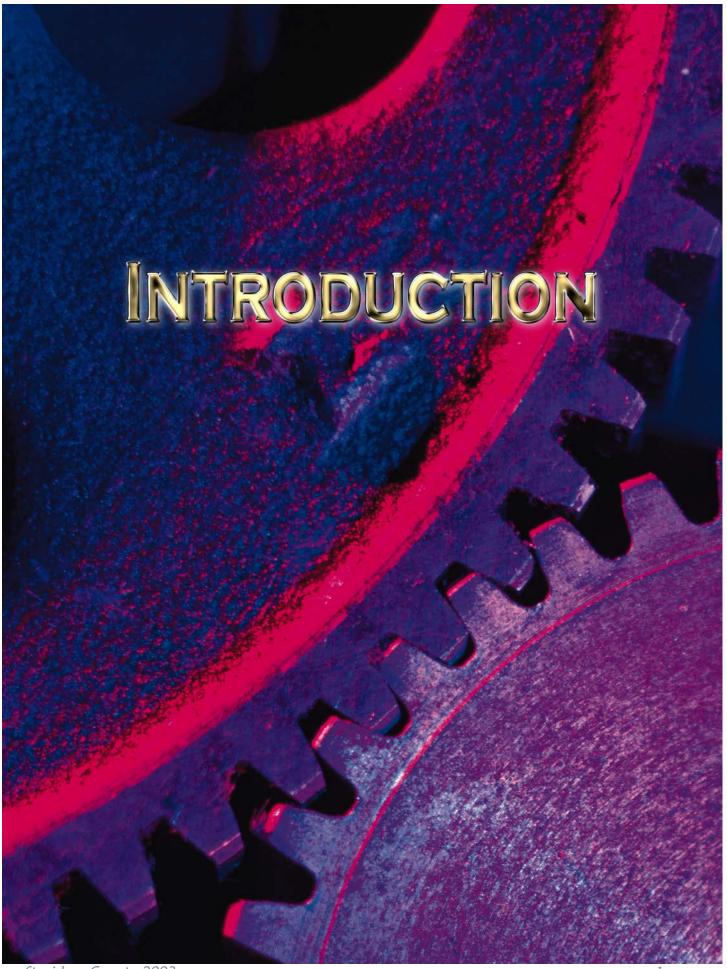
PRINTED BY:

Stanislaus County



TABLE OF CONTENTS

INTE	RODUCTIO	N	7
	Project Overv	view	8
		Is & Objectives	
		Definitions	
		pation Indicators	
		· >	
		Occupational Outlook Report	
		Using the Occupational Outlook Report	
METI	HODOLOGY	,	13
		election	
		ection	
		lures and Data Collection	
		on and Results	
	Data Tabulatio	on and Results	13
0000	06611015		
2003		TIONAL SUMMARIES	
		deo Equipment Technicians	
	Cement Maso	ons and Concrete Finishers	19
		seling and School Psychologists	
		pport Specialists	
	,	urants	
		ors	
		Workers	
	,	Ceiling Tile Installers	
		Farm and Ranch Animals	
		Aides	
		tical and Licensed Vocational Nurses	
		ance Technicians	
		s, Orderlies and Attendants	
		d Stucco Masons	
		ntatives, Wholesale and Manufacturing, Technical and Scientific Products	
	•	Except Legal, Medical, and Executive	
		blers	
		sistants and Laboratory Animal Caretakers	
	Welders, Cutt	ters , Solderers and Brazers	53
TRA	ining dir	ECTORY	55
APP	ENDIXES		
	Appendix A:	The Alliance	76
	Appendix B:	Previously Studied Occupations	
		2003 Sample Questionnaire	



Stanislaus County 2003

1

PROJECT OVERVIEW

The labor market information presented in this report is the product of a cooperative effort between the Labor Market Information Division (LMID) of the California Employment Development Department (EDD) and the Stanislaus County Department of Employment & Training (DET). This report is the result of that effort and forms a part of the state wide labor market research project, entered into under the auspices of the California Cooperative Occupational Information System (CCOIS).

Initiated by the EDD in July 1986, as the State/Local Labor Market Information Program, 2003 marks the tenth year that Stanislaus County has participated in the CCOIS program. These annual reports are custom tailored to the needs of Stanislaus County employers, job seekers, job counselors and placement personnel through solicitation of the advice and assistance of local business, education, and government leaders in the selection of the occupations to be surveyed.

PROGRAM GOALS & OBJECTIVES

The *goal* of the labor market research project is to assist in developing a method which more effectively links the training, skills, abilities, and occupational goals of job seekers to the labor force preparation requirements of local employers.

The *objectives* of labor market research are to accurately collect, analyze, and distribute information about the Stanislaus County labor force. To provide that information to local employers, private and nonprofit organizations, out-placement agencies, vocational counselors, educators, job developers, job seekers, firms making training site recommendations, and economic development and planning professionals.

OCCUPATIONAL DEFINITIONS

The following explain the terms used in the occupational summaries:

WAGES

This section of the report defines wage categories, and enables comparison of salaries across occupations through different salary ranges. All wage data were collected between July and November of 2003. The wage data are categorized as follows:

New Hires, no experience	The wages of persons, who may be trained, but with no paid experience in the occupation.
New Hires, with experience	The starting wage paid to journey-level or experienced persons just starting at the firm.
Experienced, 3 years with firm	The wages generally paid to persons with three years journey-level experience at the firm.

EMPLOYMENT TRENDS:

SIZE

These terms are used to describe the size of a particular occupation. The estimated number of workers in that occupation is taken from the CCOIS Occupational Employment Projections, Table 6-1999-2006, or the total employment represented by the survey responses -- whichever is greater, and calculated by the total labor force taken from the Stanislaus County Metropolitan Statistical Area Report. Occupations are rated by the following:

TERM PERCENT OF WAGE / SALARY EMPLOYMENT TOTAL

Small Less than 15%

Medium 15% up to, but not including 30% Large 30% up to, but not including 65%

Very Large 65% and above

GROWTH

These terms describe the expected rate of growth for the occupation relative to the average rate of growth expected for all occupations in Stanislaus County (.98 percent/year).

Much Faster Than Average 1.50 times average, or more

Faster Than Average 1.10 up to, but not including 1.50 times average Average .90 up to, but not including 1.10 times average

Slower Than Average Less than .90 times average

No Significant Change Size to remain stable

Slow Decline Size to diminish from current number of employees

TURNOVER RATE

We divided the total vacancies from promotions and employees leaving the firm in the past 12 months by the total number of employees in the occupation, to arrive at the annual percentage rate of turnover.

SUPPLY/DEMAND ASSESSMENT

The terms in this section of the report refer to the relative difficulty that employers experience in locating qualified applicants for entry and experienced level positions in each occupation. They are:

Very Difficult - Demand is considerably greater than supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. This means that qualified applicants encounter no competition in their job search.

Moderately Difficult - Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times and applicants may find little competition in their job search.

Not Difficult - Supply of qualified applicants is considerably greater than demand, creating a very competitive job market for applicants.

RECRUITMENT

Refers to the primary methods used by employers when advertising for qualified applicants.

BENEFITS

Refers to measurable non-wage reimbursement, i.e. insurance, sick leave, retirement, etc. of full time employees.

EMPLOYER REQUIREMENTS

This section of the report defines the amount and examples of work experience, education, and skills required by surveyed employers. The following terms define the percentage of employers who stated a desire in the specified training, experience, or other requirements.

All employers -- 100% of the survey respondents

Almost all employers -- 80% up to, but not including 100%

Most employers -- 60% up to, but not including 80%

Many employers -- 40% up to, but not including 60%

Some employers -- 20% up to, but not including 40%

Few employers -- Fewer than 20% of respondents

DISTINCT OCCUPATION INDICATORS



NON-TRADITIONAL OCCUPATION ICON

This icon is used to represent occupations that have been determined to be non-traditional occupations for women. Responding employers reported that collectively less than 25 percent of their employees in surveyed occupations are women.



TARGET ICON

This icon designates an occupation that is both a Demand occupation and a Quality occupation (see below).



QUALITY ICON

This icon designates those occupations in which "MOST" employers (at least 60 percent) provide a median wage of at least \$7.50 per hour for a "NEW HIRE / NO EXPERIENCE", a forty hour work week, and at least three of the following benefits: medical insurance, paid sick leave, paid vacation, or a retirement plan.



DEMAND ICON

This icon designates those occupations having a job base of more than 400 employees and a report from employers that it is "MODERATELY DIFFICULT" or "VERY DIFFICULT" to find "FULLY EXPERIENCED AND QUALIFIED" applicants.

ABBREVIATIONS

BLS - Bureau of Labor and Statistics

CCOIS - California Cooperative Occupational Information System

DET - Department of Employment and Training

EDD - Employment Development Department

LMID - Labor Market Information Division

LWIA- Local Workforce Investment Area

OOR - Occupational Outlook Report

SOC- Standard Occupational Classification System

SIC - Standard Industrial Classification system

WIB- Workforce Investment Board

USES OF THE OCCUPATIONAL OUTLOOK REPORT

Career DecisionsCareer counselors and job seekers can make informed occupa-

tional choices based on skills, abilities, interests, education, and personal needs. The localized information is easy to read and includes employer requirements and preferences, wages, labor

demand, and sources of employment and training.

Program PlanningThis report provides local planners and administrators with

employment, training, and placement data, occupational size and expected growth rates. Program planners can use this data to evaluate, improve, and eliminate programs, or to plan

new programs.

Curriculum DesignTraining providers can assess and update their curriculum based

on current employer need and projected trends, as indicated in

this report.

Economic Development Government agencies and economic development organizations

will find information on the labor pool, such as occupational size, expected growth rates, and wages, useful in determining the potential for business growth and development in our labor market

area.

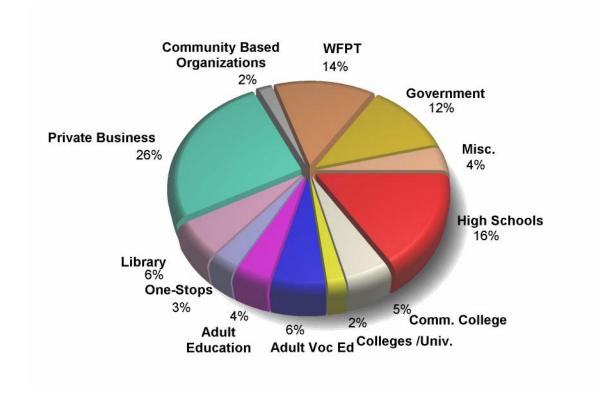
Program Marketing

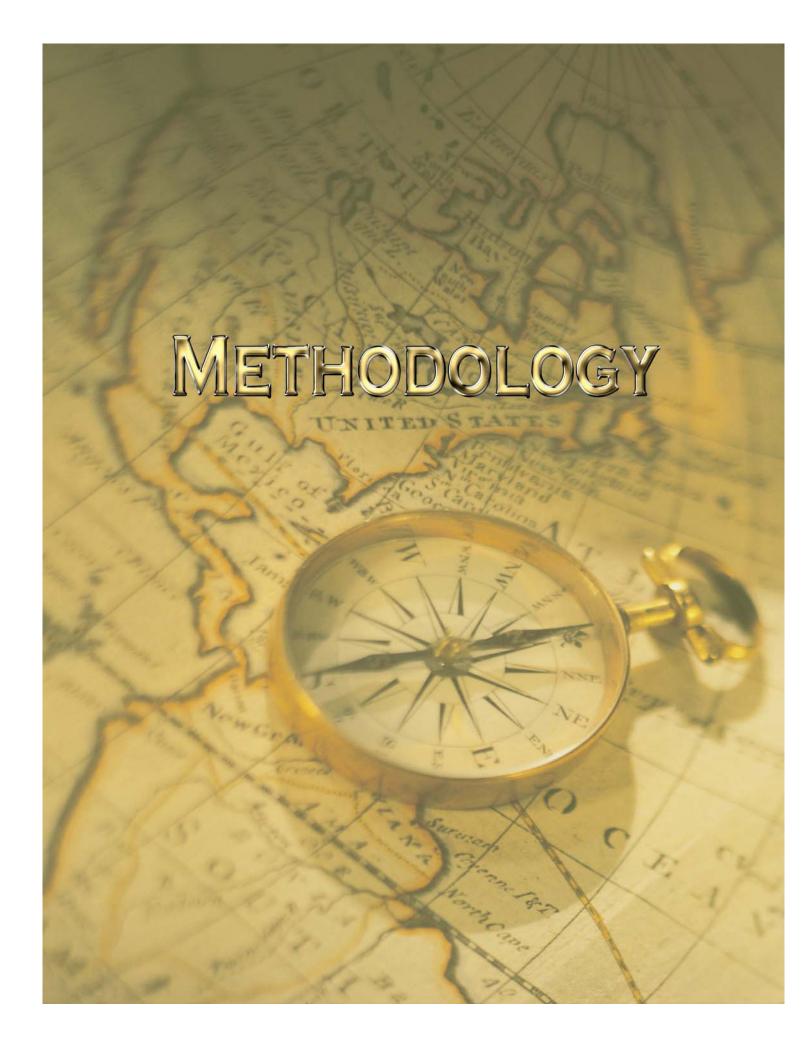
Training providers can effectively market their programs by informing students, employers, and others that the chances for job placement are much greater because their training programs are developed using reliable local occupational data.

Human Resources

Small business owners and large corporate human resource directors can use this report to help determine competitive wages and benefits, improve their recruitment methods, and assess the availability of qualified workers for business relocation or expansion purposes.

ORGANIZATIONS USING THE OCCUPATIONAL OUTLOOK REPORT





OCCUPATION SELECTION

At the State Level:

The CCOIS provided each participating Local Workforce Investment area with a list of the fast-growth occupations eligible for survey in 2003. Fast-growth occupations were identified by information collected by the California Labor Market Information Division (LMID).

At the Local Level:

A steering committee, composed of representatives from local business, education, employment and training organizations, was formed and met in April 2003. The committee selected the occupations to be surveyed in Stanislaus County for 2003, by considering:

- 1) Occupations listed by the CCOIS
- 2) Community requests for local occupational information
- 3) Occupations that would provide the best opportunity for placement of two levels of clientele -- non-skilled or untrained applicants and skilled or trained/trainable applicants.

EMPLOYER SELECTION

The LMID staff chose a representative sample of employers for each occupation from the CCOIS generated employment list for Stanislaus County.

The local staff then reviewed the employer samples, adding employers as necessary during the course of the study.

SURVEY PROCEDURES AND DATA COLLECTION

In July 2003, staff mailed approximately 807 CCOIS standardized questionnaires to 660 participating employers. Follow-up calls were made to employers who did not return the questionnaires, and potential respondents were added to the sample group to make the sample size larger (916 potential respondents). Additional questionnaires were mailed, faxed, or completed during phone and personal interviews with the employers. Data collection was completed in October 2003. The occupation "Telemarketers" was deleted from the list of occupations because employment in Stanislaus County for this occupation was too small to accurately represent the occupation.

Employers who did not employ personnel in the specified occupation, hired only family members for that occupation, used employees from a private contract agency for that occupation, or declined to participate were inactivated from the sample group (424 respondents or 57 percent of total). All occupational data and employer information was reviewed to ensure accuracy and completeness. Unclear or conflicting data were clarified by telephone interview with the employer.

Of the remaining 492 surveys active in the study, 270 responses were recieved (55 percent of active) and contained usable results.

Relevant and supplemental data was obtained from the O*net online website and US Works.com website.

DATA TABULATION AND RESULTS

The 270 usable questionnaire responses were tabulated and analyzed in accordance with LMID defined methodology. The final occupational summaries for the 2003-2004 Outlook Report were prepared based on that analysis and are presented on pages 13 - 53 of this report.

Although wage information is shown to the nearest whole number for ease of comparison, the reader should not interpret this as an indication of precision. Wage Outlier Information is not included in the wage ranges. All responses must be within 1.97% of standard deviation to be included in the wage data.

Employer responses to open-ended questions are reported in all categories in which at least 20 percent of the employers gave the same response to the question. The percentages represent the percentage of employers who responded to each specific question.

Each occupation summary provides information on the following subjects:

Definition - cites the occupation's definition as it appeared on the survey and as specified in the U.S. Department of Labor Dictionary of Occupations.

Wages - included in this report are those paid by the employers participating in the survey for employees at three levels of experience. The report does not include extreme wages.

Benefits - summarizes the types of benefits that are typically available in the occupation. Full time benefits only are shown. Part-time benefits were not represented due to the small percentage of employers paying benefits to part-time employees.

Employment Trends - specifies the size of the occupation, the estimated growth projection for the occupation, and lists the industries employing most of the employees in the occupation.

Supply/Demand Assessment - reflects the relative levels of difficulty Stanislaus County employers experience finding qualified applicants to fill vacancies within an occupation.

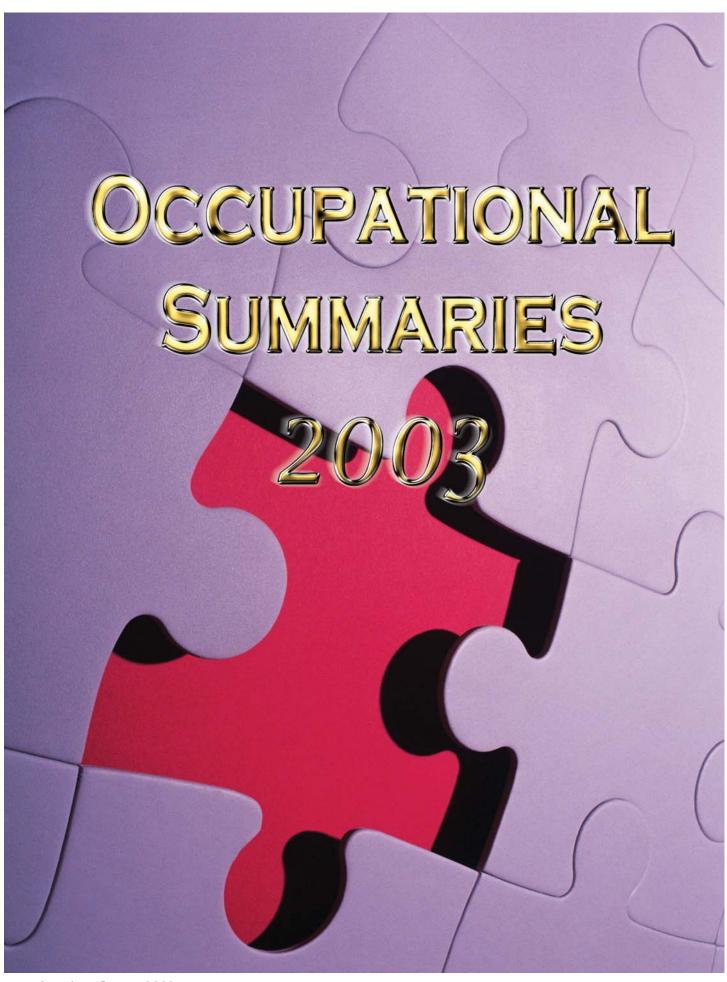
Recruitment Methods - compares the resources used by employers to find qualified applicants to fill vacancies within an occupation.

Employer Requirements - summarizes the minimum level of education required by employers for new applicants, the certificates or licenses required, and any specific skills needed to perform the occupation.

Other Information - specifies the percentage of employers that promote employees in the occupation to higher level positions and possible career ladders.

Training Opportunities - lists a few institutions where prospective job seekers may obtain training for the occupation. (More information on training opportunities can be found in the Training Directory at the end of this report.)

Stanislaus County 2003



Audio Video Equipment Technician

6 FIRMS - 24 EMPLOYEES

DESCRIPTION

Set up or set up and operate audio and video equipment including microphones, sound speakers, video screens, projectors, video monitors, recording equipment, connecting wires and cables, sound and mixing boards, and related electronic equipment for concerts, sports events, meetings and conventions, presentations, and news conferences. May also set up and operate associated spotlights and other custom lighting systems.

WAGES / BENEFITS

Non-Union Responses Only	Low	MEDIAN	HIGH
New Hire- No Experience	\$6.75	\$8.00	\$9.00
New Hire - Experienced	\$10.00	\$11.00	\$23.07
3 Years Exp. with Firm	\$12.00	\$14.50	\$28.84

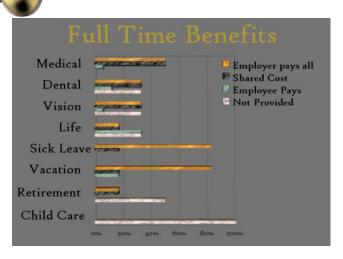
Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$12.51	\$12.51	\$12.51
New Hire - Experienced	\$12.51	\$13.67	\$14.83
3 Years Exp. with Firm	\$13.93	\$14.72	\$15.50

UNIONIZATION

Union Employers - 33%

SHIFTS AND HOURS

All employers (100%) offer day shifts, with many (50%) offering swing shifts. Fulltime workers averaged 39 hours per week, with 79% of employees working fulltime.



SOC CODE: 27-4011

EMPLOYMENT TRENDS

	Small
Male 75%	Female 25%
	Unknown
	Unknown
th	Unknown
ration	Unknown
	4.2%
	th

WHERE THE JOBS ARE

School Districts	33%
Private Busineses	66%

SUPPLY/DEMAND ASSESSMENT

Almost all employers (83%) report that employment levels over the last 12 months have remained stable, while a few (17%) reported job growth. Almost all new hires (82%) were for temporary positions. Most employers (67%) expect employment levels over the next 24 months to remain stable.

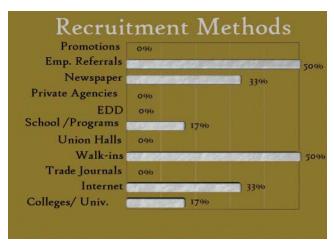
Employers report that it is moderately difficult to find both *fully experienced and qualified* or employable *inexperienced* applicants for Audion and Video Equipment Technician positions.

Audio Video Equipment Technician

SOC CODE: 27-4011



6 FIRMS - 24 EMPLOYEES



EMPLOYER REQUIREMENTS

LICENSES / CERTIFICATIONS

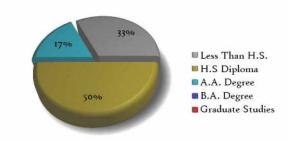
There are no licenses or certifications required to be a Audio and Video Equipment Technican. EXPERIENCE

Many employers (50%) prefer, but do not require experience. The average experience when required or preferred is 10 months. Most of those employers (60%) requiring or preferring experience do not accept experience in other occupations.

TRAINING

Almost all employers (83%) state that technical or vocational training is not required, and that training is acceptable in lieu of experience for most (60%) employers requiring experience.

Minimum Education Required



SPECIFIC SKILLS AND TASKS

Apply Analog Electronics Theory
Apply Written And Verbal Instructions
Apply Audio Technology And Techniques
Apply Electronic Principles
Apply Intermediate Technical Math
Apply Lighting And Microphone Techniques
Apply Special Visual And Audio Effects
Calibrate Electronic Instruments
Diagnose And Correct Malfunctions In
Equipment

Give Direction In Audio Recording Studio
Install Electronic Communication Equipment
Operate Audio /Sound-reproducing Equipment
Operate Special Visual Effects Equipment
Perceive Color, Balance And Proportion
Plan And Organize Work

Use Analog /Digital Electronics In Recording Use Stage Lighting Controls And Instruments Work As A Team Member

COMPUTER SKILLS

Required by 83% of firms	usage %
Word processing	50%
Spreadsheet	33%
Database	17%
Desktop Publishing	33%
Other Proprietary Programs	33%

OTHER INFORMATION

Many employers (50%) promote from this position. Positions that Audio and Video Equipment Technicians may be promoted to include Technician II and Production Manager.

LOCAL TRAINING PROVIDERS

There are no local training providers for this occupation.

CEMENT MASONS AND CONCRETE FINISHERS

15 FIRMS - 169 EMPLOYEES

SOC CODE: 47-2051

DESCRIPTION

Smooth and finish surfaces of poured concrete, such as floors, walks, sidewalks, roads, or curbs using a variety of hand and power tools. Align forms for sidewalks, curbs, or gutters; patch voids; use saws to cut expansion joints.



WAGES / BENEFITS

Non-Union Responses Only	Low	MEDIAN	HIGH
New Hire- No Experience	\$7.00	\$9.00	\$12.50
New Hire - Experienced	\$9.00	\$10.50	\$15.00
3 Years Exp. with Firm	\$12.00	\$15.00	\$21.58

Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$10.73	\$10.73	\$10.73
New Hire - Experienced	\$23.73	\$23.73	\$27.93
3 Years Exp. with Firm	\$24.58	\$26.78	\$27.93

<u>UNIONIZATION</u>

Union Employers - 20%

SHIFTS AND HOURS

All employers (100%) offer day shifts. Fulltime workers averaged 41 hours per week, with 91% of employees working fulltime.

EMPLOYMENT TRENDS

Size of Occupation Small (170-2	200)
Gender Male 99% Female	1%
Projected Growth 2.5%	/ yr.
Rate of Growth Much Faster than Aver	age
Openings due to Growth 4	/ yr.
Openings due to Separation 3 /	/ yr.
Turnover Rate 4.	2%

WHERE THE JOBS ARE

Concrete firms	62%
Specialty Contractors	13%
Landscape and Horticultural Firms	12%

SUPPLY/DEMAND ASSESSMENT

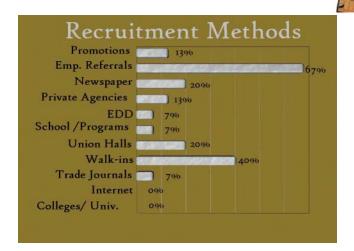
Most employers (60%) report that employment levels over the last 12 months have remained stable, while some (27%) reported job growth and some (13%) reported declines. Many new hires (48%) were as a result of employees leaving, but almost as many (43%) were for new positions. Most employers (67%) expect employment levels over the next 24 months to gremain stable, but some (33%) expect growth.

Employers report that it is moderately difficult to find *fully experienced and qualified* Cement Masons, and not difficult to find employable *inexperienced* applicants.

CEMENT MASONS AND CONCRETE FINISHERS

SOC CODE: 47-2051

15 FIRMS - 169 EMPLOYEES



EMPLOYER REQUIREMENTS

LICENSES / CERTIFICATIONS

Threr are no licenses or certifications necessary to be a Cement Mason, but all work should be done under a Licensed Contractor. *EXPERIENCE*

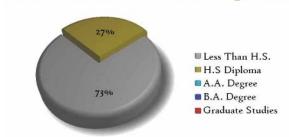
Most employers (60%) require experience, but some (20%) only prefer it. The average experience when required or preferred is 20 months. Most of those employers (67%) requiring or preferring experience do not accept

experience in other occupations.

TRAINING

Almost all employers (80%) state that technical or vocational training is not required, and that training is not acceptable in lieu of experience for many (58%) employers requiring experience.

Minimum Education Required



SPECIFIC SKILLS AND TASKS

Apply Written / Verbal Instructions
Basic Carpentry Techniques
Knowledge of Building Codes
Apply Coatings And Adhesives
Concrete Fabrication And Finish Techniques
Intermediate Technical Math
Cut, Fit And Join Construction Materials
Erect Scaffolds

Install Prefabricated Building Components Maneuver Heavy Objects

Mix Mortar And Concrete To Proper Consistency Mixing, Pumping, Or Spreading Equipment Operations

Operate Power Construction Equipment Prepare Surface And Site For Masonry Work Read Blueprints And Technical Drawings Read Repair Work Orders Read Tape Measure

COMPUTER SKILLS

Required by 0% of firms	usage %
Word processing	0%
Spreadsheet	0%
Database	0%
Desktop Publishing	0%
Other Proprietary Programs	0%

OTHER INFORMATION

Almost all employers (80%) promote from this position. Positions that Cement Masons may be promoted to include Foreman and Superintendent.

LOCAL TRAINING PROVIDERS

ROP Program Construction Technology

CLINICAL, COUNSELING, AND SCHOOL PSYCHOLOGISTS

15 FIRMS - 99 EMPLOYEES



SOC CODE: 19-3031

DESCRIPTION

Diagnose and treat mental disorders, learning disabilities, and cognitive, behavioral, and emotional problems using individual, child, family, and group therapies. May design and implement behavior modification programs.

Medical Dental Vision Life Sick Leave Vacation Retirement Child Care

WAGES / BENEFITS

Non-Union Responses Only	Low	MEDIAN	HIGH
New Hire- No Experience	\$16.19	\$26.79	\$32.68
New Hire - Experienced	\$9.00	\$22.37	\$34.04
3 Years Exp. with Firm	\$12.00	\$25.57	\$34.04

Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$17.69	\$27.34	\$34.13
New Hire - Experienced	\$18.81	\$28.61	\$37.54
3 Years Exp. with Firm	\$19.96	\$32.67	\$37.54

UNIONIZATION

Union Employers -40%

SHIFTS AND HOURS

All employers (100%) offer day shifts, with few(7%) offering swing or graveyard shifts. Fulltime workers averaged 41 hours per week, with 85% of employees working fulltime.

EMPLOYMENT TRENDS

Size of Occupation	Sn	nall (50-100)
Gender	Male 48%	Female 52%
Projected Growth		2.8% / yr.
Rate of Growth	Much Faster	than Average
Openings due to Gro	owth	1 / yr.
Openings due to Se	paration	1 / yr.
Turnover Rate		15.2%

WHERE THE JOBS ARE

Schools 78%

SUPPLY/DEMAND ASSESSMENT

Most employers (60%) report that employment levels over the last 12 months have remained stable, while some (33%) reported job growth. Many new hires (58%) were as a result of employees leaving. Some employers (33%) expect employment levels over the next 24 months to grow.

Employers report that it is very difficult to find fully experienced and qualified Clinical, Counseling, and School Psychologists, and moderately difficult employable inexperienced applicants.

Clinical, Counseling, And School Psychologists

SOC CODE: 19-3031



15 FIRMS - 99 EMPLOYEES



EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

Clinical Psychologists must be licensed by the Board of Psychology, pass a written and oral examination, have obtained a Doctorate Degree in a Psychology discipline, and have 2 years supervised professional experience.*

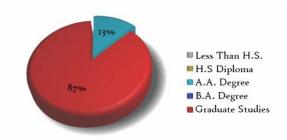
EXPERIENCE

Many employers (47%) prefer experience, but some (33%) do not require it. The average experience when required or preferred is 16 months. Most of those employers (70%) requiring or preferring experience do not accept experience in other occupations.

TRAINING

Almost all employers (87%) state that technical or vocational training is not required, and that training is not acceptable in lieu of experience for most (60%) employers requiring experience.

Minimum Education Required



SPECIFIC SKILLS AND TASKS

Analyze And Evaluate Social Data
Analyze Psychological Testing Data

Analyze Therapy Response

Apply Active Listening Techniques

Apply Advanced Technical Math

Apply Cognition Theory

Apply Current Social Research

Apply Grief Counseling Techniques

Apply Psychological Treatment Techniques

Conflict Resolution Techniques (mediation)

Chart Clients' Personal Data

Conduct Statistical Surveys

Empathize With Others

Interpret Psychological Test Results

Use Behavior Modification And Interviewing

Techniques

Use Computers

Use Principles Of Group Dynamics

Write Technical Papers From Research

COMPUTER SKILLS

Required by 47% of firms	usage %
Word processing	40%
Spreadsheet	20%
Database	13%
Desktop Publishing	0%
Other Proprietary Programs	27%

OTHER INFORMATION

Most employers (67%) do not promote from this position. Administrative Credentials are required for advancement of Educational Psychologists.

*Educational (school) Psychologists must have completed Masters Degree, plus additional Pupil Personnel Services credential and 1 year supervised professional experience under a Licensed Psychologist

LOCAL TRAINING PROVIDERS

Modesto Jr. College	Behaviorial Sciences
Stanislaus State	Psychology Dept.
University	
Chapman University	Psychology Dept.

COMPUTER SUPPORT SPECIALIST

16 FIRMS - 51 EMPLOYEES



SOC CODE: 15-1041

DESCRIPTION

Provide technical assistance to computer system users. Answer questions or resolve computer problems for clients in person, via telephone or from remote location. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems.

Medical Dental Vision Life Sick Leave Vacation Retirement Child Care

WAGES / BENEFITS

Non-Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$7.50	\$11.50	\$15.50
New Hire - Experienced	\$8.00	\$15.25	\$20.07
3 Years Exp. with Firm	\$12.00	\$17.50	\$21.08

Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$13.22	\$16.20	\$19.18
New Hire - Experienced	\$13.88	\$17.40	\$19.88
3 Years Exp. with Firm	\$14.57	\$19.00	\$22.53

UNIONIZATION

Union Employers - 50%

SHIFTS AND HOURS

All employers (100%) offer day shifts. Fulltime workers averaged 40 hours per week, with 92% of employees working fulltime.

EMPLOYMENT TRENDS

Size of Occupation	Small (100-140)
Gender	Male 75% Female 25%
Projected Growth	5.7% / yr.
Rate of Growth	Much Faster than Average
Openings due to Gr	rowth 6 / yr.
Openings due to Se	eparation 1 / yr.
Turnover Rate	13.7%

WHERE THE JOBS ARE

Local Government	19%
Lumber and Construction Firms	9%
Schools	8%
Offices of Physicians	8%

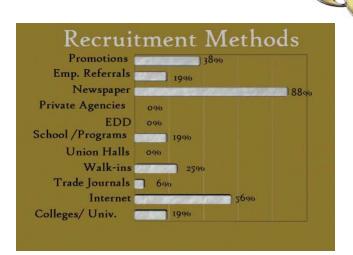
SUPPLY/DEMAND ASSESSMENT

Most employers (75%) report that employment levels over the last 12 months have remained stable, while a few (13%) reported job declines and growth. Many new hires (40%) were as a result of employees leaving, while some (30%) wer from new positions. Most employers (75%) expect employment levels over the next 24 months to remain stable.

Employers report that it is not difficult to find fully experienced and qualified Computer Support Specalists and only moderately difficult to find employable *inexperienced* applicants.

COMPUTER SUPPORT SPECIALIST

SOC CODE: 15-1041



EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

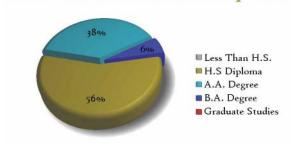
There are no required licenses or certifications necessary to be a Computer Support Specialist. Most employers do prefer a networking or industry standard (MCSE) certification. EXPERIENCE

Most employers (75%) require experience, but some (25%) only prefer it. The average experience when required or preferred is 18 months. Most of those employers (75%) requiring or preferring experience do not accept experience in other occupations.

TRAINING

Some employers (38%) state that technical or vocational training is required while some (31%) prefer it, and training is not acceptable in lieu of experience for many (56%) employers requiring experience.

Minimum Education Required



16 FIRMS - 51 EMPLOYEES

SPECIFIC SKILLS AND TASKS

Apply And Interpret Verbal Instructions Apply And Interpret Written Instructions Apply Computer Networking Technology Apply Data Security Procedures Apply Data Storage Technology **Document Findings And Discoveries Document Work In Progress Evaluate Computer System User Requests Evaluate Software For Business Applications** Implement Computer System Changes Keep Records And Maintain Files Maintain Computers And Related Equipment Monitor Computer And Device Operation Organize And Work With Detailed Records Program Computers Using Existing Software Provide Customer Service Using Telephone Provide Technical Support To Computer Users Read And Understand Operating Manuals Test And Troubleshoot Computer Programs And Systems

COMPUTER SKILLS

Required by 100% of firms	usage %
Word processing	88%
Spreadsheet	88%
Database	75%
Desktop Publishing	38%
Other Proprietary Programs	56%

OTHER INFORMATION

Most employers (69%) promote from this position. Positions that Computer Support Specialists may be promoted to include Network Engineer and Systems Analyst.

LOCAL TRAINING PROVIDERS

Stanislaus State Univ.	Computer Science
	•
Chapman Univ.	Computer Info Systems
Comm. Bus. College	Systems Admin Analyst
Computer Tutor	Networking MCSE
ROP Program	Comp. Equip. Servicing
Modesto Jr. College	Computer Science
National Training Inst.	Computer Service Tech.
WorldWide Educationa	I Computer- Network

Cooks, Restaurant

15 FIRMS - 154 EMPLOYEES





SOC CODE: 35-2014

DESCRIPTION

Prepare, season, and cook soups, meats, vegetables, desserts, or other foodstuffs in restaurants. May order supplies, keep records and accounts, price items on menu, or plan menu.

Full Time Benefits Medical Dental Vision Life Sick Leave Vacation Retirement Child Care

WAGES / BENEFITS

Non-Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$6.75	\$6.75	\$8.00
New Hire - Experienced	\$6.75	\$8.25	\$10.00
3 Years Exp. with Firm	\$8.50	\$10.00	\$12.00

EMPLOYMENT TRENDS

Size of Occupation	Large (550-680)
Gender	Male 79% Female 21%
Projected Growth	3.3% / yr.
Rate of Growth	Much Faster than Average
Openings due to Gr	owth 19 / yr.
Openings due to Se	paration 17 / yr.
Turnover Rate	29.2%

WHERE THE JOBS ARE

Resturants 100%

<u>UNIONIZATION</u> Union Employers - 0%

SHIFTS AND HOURS

All employers (100%) offer day shifts, with almost all (87%) offering swing shifts and few (7%) offering graveyard shifts. Fulltime workers averaged 40 hours per week, with 57% of employees working fulltime.

SUPPLY/DEMAND ASSESSMENT

Some employers (33%) report that employment levels over the last 12 months have grown, while most (67%) reported jobs remained stable. Most new hires (60%) were as a result of employees leaving. Many employers (47%) expect employment levels over the next 24 months to grow.

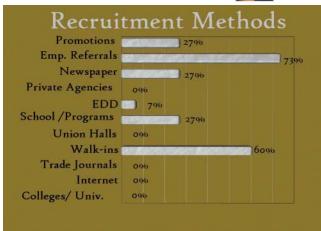
Employers report that it is moderately difficult to find both *fully experienced and qualified* or employable *inexperienced* applicants for Cook, Resturant positions.

COOKS, RESTAURANT

SOC CODE: 35-2014



16 FIRMS - 154 EMPLOYEES



EMPLOYER REQUIREMENTS

LICENSES / CERTIFICATIONS

There are no licenses or certifications required to be a Cook.

EXPERIENCE

Many employers (47%) only prefer experience, but almost as many (40%) require it. The average experience when required or preferred is 17 months. Most of those employers (77%) requiring or preferring experience will accept experience in other occupations.

TRAINING

Almost all employers (87%) state that technical or vocational training is not required, and that training is acceptable in lieu of experience for many (54%) employers requiring experience.

SPECIFIC SKILLS AND TASKS

Apply And Interpret Verbal Instructions

Apply And Interpret Written Instructions

Apply Basic Math

Apply Quality Assurance Techniques

Food Decorating Techniques

Food Handling Rules

Clean, Peel, And Slice Fruits And Vegetables

Cook In Quantity

Decorate Cakes

Determine Portions

Follow Recipes

Interpret And Apply Health Regulations

Measure Or Weigh Ingredients

Operate Cooking Equipment

Operate Food Decorating Equipment

Operate Food Preparation Equipment

Plan And Prepare Menus

Plan Meal Presentations

Use Specialized Bakery Equipment

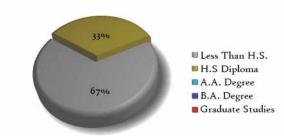
COMPUTER SKILLS

Required by 6% of firms	usage %
Word processing	7%
Spreadsheet	7%
Database	0%
Desktop Publishing	0%
Other Proprietary Programs	7%

OTHER INFORMATION

Most employers (73%) promote from this position. Cooks may be promoted to Chef and Kitchen Manager.

Minimum Education Required



LOCAL TRAINING PROVIDERS

ROP Program Food Services I/ II/ III Modesto Jr. College Culinary Academy

COST ESTIMATORS







SOC CODE: 13-1051

DESCRIPTION

Prepare cost estimates for product manufacturing, construction projects, or services to aid management in bidding on or determining price of product or service. May specialize according to particular service performed or type of product manufactured.



WAGES / BENEFITS

Non-Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$11.99	\$11.99	\$11.99
New Hire - Experienced	\$10.00	\$20.38	\$32.50
3 Years Exp. with Firm	\$15.00	\$26.13	\$37.50

UNIONIZATION

Union Employers - 0%

SHIFTS AND HOURS

All employers (100%) offer day shifts. Fulltime workers averaged 41 hours per week, with 98% of employees working fulltime.

EMPLOYMENT TRENDS

Size of Occupation	Medium (220-270)	
Gender	Male 98% Female 2%	
Projected Growth	3.2% / yr.	
Rate of Growth	Much Faster than Average	
Openings due to Gre	owth 7 / yr.	
Openings due to Se	paration 3 / yr.	
Turnover Rate	4.2%)

WHERE THE JOBS ARE

Plumbing Heating and AC Firms	14%
Painting and Paper Hanging Firms	10%
Electrical Firms	9%
Residential Building Construction	8%

SUPPLY/DEMAND ASSESSMENT

Most employers (69%) report that employment levels over the last 12 months have remained stable, while some (25%) experienced growth. Most new hires (67%) were as a result of new positions. Some employers (31%) expect employment levels over the next 24 months to grow.

Employers report that it is very difficult to find both *fully experienced and qualified* or employable *inexperienced* applicants for Cost Estimator positions.

COST ESTIMATORS

SOC CODE: 13-1051



16 FIRMS - 48 EMPLOYEES



EMPLOYER REQUIREMENTS

LICENSES / CERTIFICATIONS

There are no licenses or certifications required to be a Cost Estimator.

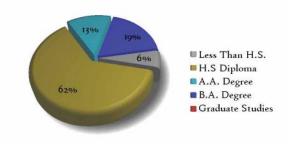
EXPERIENCE

Almost all employers (94%) require experience. The average experience when required or preferred is 38 months. Most of those employers (69%) requiring or preferring experience do not accept experience in other occupations.

TRAINING

Most employers (63%) state that technical or vocational training is not required, and that training is not acceptable in lieu of experience for most (75%) employers requiring experience.

Minimum Education Required



SPECIFIC SKILLS AND TASKS

Analyze And Interpret Data And Budgets Analyze Mathematical And Statistical Data Apply Cost Analysis Theory Apply Intermediate Business Math Apply Statistical Process Control (SPC) **Determine Production Factors** Develop Cost Estimation Data Bases **Estimate Project Material Costs** Estimate Time Needed For Project Keep Records And Maintain Files Obtain Information From Clients Or Customers Prepare Cost Estimates **Prepare Reports** Read Blueprints And Technical Drawings Read Schematics And Specifications Translate Design Specs To Cost Estimates Understand Manufacturing Techniques Use Cost Estimation Software

Write Project Or Bid Proposals COMPUTER SKILLS

Required by 88% of firms	usage %
Word processing	75%
Spreadsheet	75%
Database	38%
Desktop Publishing	6%
Other Proprietary Programs	56%

Use Statistical Cost Estimation Methods

OTHER INFORMATION

Most employers (69%) do not promote from this position. Positions that Cost Estimators may be promoted to include Supervisor and General Manager.

LOCAL TRAINING PROVIDERS

Modesto Jr. College Business Administration Stanislaus State Univ. Business Administration

DRIVER / SALES WORKER

16 FIRMS - 217 EMPLOYEES



SOC CODE: 53-3031

DESCRIPTION

Drive truck or other vehicle over established routes or within an established territory and sell goods, such as food products, including restaurant take-out items, or pick up and deliver items, such as laundry. May also take orders and collect payments. Includes newspaper delivery drivers.



WAGES / BENEFITS

Non-Union and Union Combined	LOW	MEDIAN	HIGH
New Hire- No Experience	\$7.00	\$10.50	\$18.60
New Hire - Experienced	\$7.50	\$12.13	\$18.60
3 Years Exp. with Firm	\$8.94	\$13.50	\$18.75

EMPLOYMENT TRENDS

Size of Occupation	Med	ium (450-	480)
Gender	Male 93%	Female	7%
Projected Growth		.9% /	yr.
Rate of Growth		Ave	rage
Openings due to Grow	th	4	/ yr.
Openings due to Sepa	ration	10) / yr.
Turnover Rate		22	2.6%

WHERE THE JOBS ARE

Laundry, Cleaning and Garment Firms	22%
Eating and Drinking Places	15%
Misc. Business Services Firms	10%
Beverage Firms	9%

SUPPLY/DEMAND ASSESSMENT

Many employers (44%) report that employment levels over the last 12 months have grown. Most new hires (72%) were as a result of employees leaving. Many employers (50%) expect employment levels over the next 24 months to grow, while an equal number (50%) expect employment levels to remain stable.

Employers report that it is moderately difficult to find both *fully experienced and qualified* or employable *inexperienced* applicants for Driver/ Sales Worker positions.

UNIONIZATION

Union Employers - 13%

SHIFTS AND HOURS

All employers (100%) offer day shifts, with few (6%) offering swing or (13%) graveyard shifts. Fulltime workers averaged 43 hours per week, with 100% of employees working fulltime.

DRIVER / SALES WORKER

SOC CODE: 53-3031



16 FIRMS - 217 FMPLOYFFS



EMPLOYER REQUIREMENTS

LICENSES / CERTIFICATIONS

Driver/Sales Workers must have a valid California Drivers License. A Commercial License may be necessary depending on the product sold.

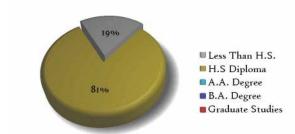
EXPERIENCE

Most employers (63%) prefer experience, but some (25%) require it. The average experience when required or preferred is 13 months. Most of those employers (71%) requiring or preferring experience do not accept experience in other occupations.

TRAINING

Almost all employers (88%) state that technical or vocational training is not required, and that training is acceptable in lieu of experience for most (64%) employers requiring experience.

Minimum Education Required



SPECIFIC SKILLS AND TASKS

Adhere To Safety Procedures
Adjust To Variables On Routes
Interpret Verbal /Written Instructions
Apply Basic Math
Health And Sanitation Standards
Loading And Unloading Procedures
Deliver Products And Services
Follow Traffic And Transportation Procedures
Keep Records And Maintain Files
Maneuver Heavy Objects
Operate Delivery Vehicles
Provide Customer Service
Read Maps
Receive Payments And Make Change
Set Up Promotional Displays

Receive Payments And Make Change Set Up Promotional Displays Stock, Organize And Clean Shelves Use Inventory Control Procedures Use Sales/ Marketing Techniques

COMPUTER SKILLS

Required by 13% of firms	usage %
Word processing	6%
Spreadsheet	0%
Database	6%
Desktop Publishing	0%
Other Proprietary Programs	6%

OTHER INFORMATION

Almost all employers (94%) promote from this position. Driver/ Sales Workers may become Sales Representatives, Account Managers, and District Managers.

LOCAL TRAINING PROVIDERS

Modesto Jr. College Professional Sales Cert. Worldwide Business- Sales/Mgt. Educational Services

DRYWALL AND

CEILING TILE INSTALLERS

13 FIRMS - 837 EMPLOYEES

SOC CODE: 47-2081

DESCRIPTION

Apply plasterboard or other wallboard to ceilings or interior walls of buildings. Apply or mount acoustical tiles or blocks, strips, or sheets of shock-absorbing materials to ceilings and walls of buildings to reduce or reflect sound. Materials may be of decorative quality. Includes lathers who fasten wooden, metal, or rockboard lath to walls, ceilings or partitions of buildings to provide support base for plaster, fire-proofing, or acoustical material.

WAGES / BENEFITS

Non-Union and Union Combined	LOW	MEDIAN	HIGH
New Hire- No Experience	\$6.75	\$7.88	\$9.00
New Hire - Experienced	\$8.00	\$15.00	\$22.00
3 Years Exp. with Firm	\$15.00	\$20.00	\$25.00

<u>UNIONIZATION</u>

Union Employers - 8%

SHIFTS AND HOURS

All employers (100%) offer day shifts, with few (8%) offering swing shifts. Fulltime workers averaged 40 hours per week, with 76% of employees working fulltime.

Medical Dental Vision Life Sick Leave Vacation Retirement Child Care

EMPLOYMENT TRENDS

Large (540-670)
Male 99% Female 1%
3.4% / yr.
Much Faster than Average
owth 19 / yr.
paration 9 / yr.
11.9%

WHERE THE JOBS ARE

Drywalling Firms 100%

SUPPLY/DEMAND ASSESSMENT

Some employers (31%) report that employment levels over the last 12 months have grown, while many (62%) stated they have remained stable. Many new hires (57%) were as a result of filling temporary positions, while some (26%) were from employees leaving. Most employers (77%) expect employment levels over the next 24 months to remain stable.

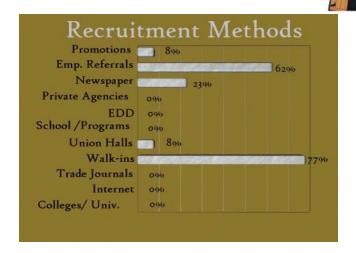
Employers report that it is not difficult to find either *fully experienced and qualified* or employable *inexperienced* applicants for Drywall and Ceiling Tile Installer positions.

DRYWALL AND

CEILING TILE INSTALLERS

SOC CODE: 47-2081

13 FIRMS - 837 EMPLOYEES



EMPLOYER REQUIREMENTS

LICENSES / CERTIFICATIONS

Drywall and Ceiling Tile Installers are not required to have a license, but they must work under a licensed Contractor.

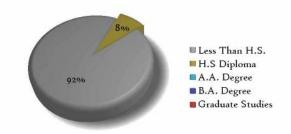
EXPERIENCE

Almost all employers (85%) require experience. The average experience when required or preferred is 29 months. Almost all of those employers (83%) requiring or preferring experience do not accept experience in other occupations.

TRAINING

Almost all employers (92%) state that technical or vocational training is not required, and that training is not acceptable in lieu of experience for almost all (83%) employers requiring experience.

Minimum Education Required



SPECIFIC SKILLS AND TASKS

Adhere To Safety Procedures Apply And Interpret Verbal Instructions Apply Basic Carpentry Techniques Building Codes

Coatings And Adhesives

Apply Intermediate Technical Math

Apply Or Mount Acoustical Tiles

Apply Plasterboard Or Other Wallboard

Cut, Fit And Join Construction Materials

Erect Scaffold

Install Siding And Sheeting

Lay Out Carpentry Projects

Lift And Maneuver Heavy Objects

Read Blueprints And Technical Drawings

Read Schematics And Specifications

Read Tape Measure

Repair Dry Rot

Seal Joints Between Plasterboard Or Other

Wallboard

COMPUTER SKILLS

Required by 8% of firms	usage %
Word processing	0%
Spreadsheet	8%
Database	0%
Desktop Publishing	0%
Other Proprietary Programs	0%

OTHER INFORMATION

Most employers (69%) promote from this position. Positions that Drywallers may be promoted to include Crew Leader, Foreman and Supervisor.

LOCAL TRAINING PROVIDERS

ROP Programs Construction Technology

Farmworkers,

FARM AND RANCH ANIMALS

15 FIRMS - 204 EMPLOYEES

SOC CODE: 45-2093

DESCRIPTION

Attend to live farm, ranch, or aquacultural animals that may include cattle, sheep, swine, goats, horses and other equines, poultry, finfish, shellfish, and bees. Attend to animals produced for animal products, such as meat, fur, skins, feathers, eggs, milk, and honey. Duties may include feeding, watering, herding, grazing, castrating, branding, de-beaking, weighing, catching, and loading animals. May maintain records on animals; examine animals to detect diseases and injuries; assist in birth deliveries; and administer medications, vaccinations, or insecticides as appropriate. May clean and maintain animal housing areas.

WAGES / BENEFITS

Non-Union Responses Only	Low	MEDIAN	HIGH
New Hire- No Experience	\$6.75	\$6.90	\$8.00
New Hire - Experienced	\$6.75	\$7.50	\$9.00
3 Years Exp. with Firm	\$6.75	\$8.63	\$11.54

Supplemental Information

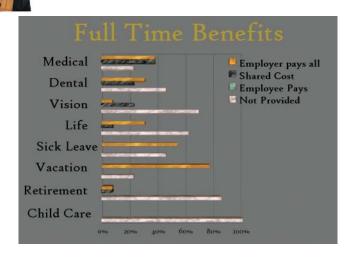
Often Employers provide on-site housing at no cost to Farmworkers.

UNIONIZATION

Union Employers - 0%

SHIFTS AND HOURS

All employers (100%) offer day shifts, with few (7%) offering swing shifts. Fulltime workers averaged 45 hours per week, with 72% of employees working fulltime.



EMPLOYMENT TRENDS

Size of Occupation	Sn	nall (200+)
Gender	Male 86%	Female 14%
Projected Growth		2.9% / yr.
Rate of Growth	Much Faster	than Average
Openings due to Gre	owth	1 / yr.
Openings due to Se	paration	1 / yr.
Turnover Rate		19.6%

WHERE THE JOBS ARE

Animal Services (except Vets)	55%
Farms	44%

SUPPLY/DEMAND ASSESSMENT

Most employers (67%) report that employment levels over the last 12 months have remained stable, while some (27%) reported job growth. Almost all new hires (85%) were as a result of employees leaving. Most employers (73%) expect employment levels over the next 24 months to remain stable, while some (20%) anticipate growth.

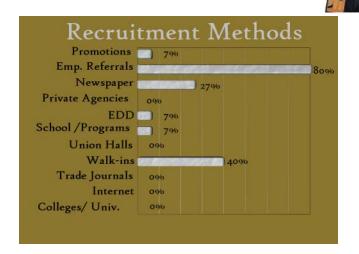
Employers report that it is moderately difficult to find employable *inexperienced* applicants. No participating employers required Farmworkers to be *fully experienced and qualified* prior to hire.

FARMWORKERS,

FARM AND RANCH ANIMALS

SOC CODE: 45-2093

15 FIRMS - 204 EMPLOYEES



SPECIFIC SKILLS AND TASKS

Adhere To Safety Procedures
Apply And Interpret Verbal Instructions
Apply Animal Psychology
Apply Artificial Insemination Techniques
Apply Basic Carpentry Techniques
Groom Animals
Identify Livestock Characteristics
Keep Records And Maintain Files
Maneuver Heavy Objects
Operate Two-way Radio
Recognize Disease And Parasites In Animals
Ride Horses
Understand Animal Habits And Needs

EMPLOYER REQUIREMENTS

LICENSES / CERTIFICATIONS

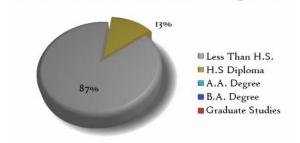
There are no licenses or certifications required to be a Farmworker, Farm and Ranch Animals. EXPERIENCE

Most employers (67%) do not require experience, but some (33%) prefer it. The average experience when required or preferred is 9 months. Most of those employers (75%) requiring or preferring experience do not accept experience in other occupations.

TRAINING

All employers (100%) state that technical or vocational training is not required, and that training is not acceptable in lieu of experience for almost all (80%) employers requiring experience.

Minimum Education Required



COMPUTER SKILLS

Required by 7% of firms	usage %
Word processing	0%
Spreadsheet	7%
Database	7%
Desktop Publishing	0%
Other Proprietary Programs	0%

OTHER INFORMATION

Many employers (53%) promote from this position. Positions that Farmworkers may promote to include Foreman and Ranch Manager.

LOCAL TRAINING PROVIDERS

Modesto Jr. College Animal Sciences

HOME HEALTH AIDES

15 FIRMS - 246 EMPLOYEES

SOC CODE: 31-1011

DESCRIPTION

Provide routine, personal healthcare, such as bathing, dressing, or grooming, to elderly, convalescent, or disabled persons in the home of patients or in a residential care facility.



WAGES / BENEFITS

Non-Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$6.75	\$7.13	\$8.50
New Hire - Experienced	\$6.75	\$7.50	\$9.78
3 Years Exp. with Firm	\$8.00	\$9.00	\$10.50

EMPLOYMENT TRENDS

Size of Occupation Medium (250-3	5UU)
Gender Male 4% Female 9	6%
Projected Growth 2.9%	/ yr.
Rate of Growth Much Faster than Aver	age
Openings due to Growth 7	/ yr.
Openings due to Separation 4	/ yr.
Turnover Rate 38	.6%

WHERE THE JOBS ARE

Home Health Care Services	26%
Residential Care	52%

SUPPLY/DEMAND ASSESSMENT

Many employers (40%) report that employment levels over the last 12 months have grown, while most (60%) reported jobs remained stable.

Almost all new hires (89%) were as a result of employees leaving. Many employers (53%) expect employment levels over the next 24 months to grow.

Employers report that it is moderately difficult to find both *fully experienced and qualified* or employable *inexperienced* applicants for Home Health Aide positions.

<u>UNIONIZATION</u> Union Employers - 0%

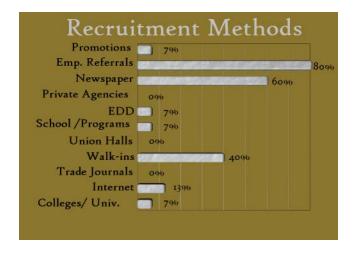
SHIFTS AND HOURS

All employers (100%) offer day shifts, with almost all (87%) offering swing shifts and most (73%) offering graveyard shifts. Fulltime workers averaged 39 hours per week, with 70% of employees working fulltime.

HOME HEALTH AIDES

SOC CODE: 31-1011

15 FIRMS - 246 EMPLOYEES



EMPLOYER REQUIREMENTS

LICENSES / CERTIFICATIONS

Home Health Aides must complete 55 hours of Classroom Training, 65 hours of supervised clinical training, and pass a criminal background check to be certified.

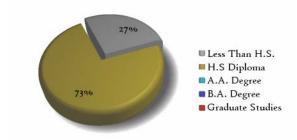
EXPERIENCE

Some employers (33%) do not require experience, but many (47%) do. The average experience when required or preferred is 11 months. Many of those employers (50%) requiring or preferring experience will accept experience in other occupations.

TRAINING

Most employers (73%) state that technical or vocational training is not required, and that training is not acceptable in lieu of experience for most (75%) employers requiring experience.

Minimum Education Required



SPECIFIC SKILLS AND TASKS

Interpret Verbal /Written Instructions
Apply Confidentiality Procedures
Apply Infectious Materials Procedures
Bathe And Groom Patients
Change And Clean Bed Linens
Escort Individuals To Appointments
Feed Patients

Inventory Supplies, Equipment Or Merchandise Keep Records And Maintain Files Move And Transport III And Injured Persons Observe And Report Body Response Variations Perform Patient Observation

Prepare Meals

Provide In Home Patient Care Recognize Home Safety Hazards Take Vital Signs

Understand Needs Of The Elderly
Use Isolation Procedures For Infected Laundry
Use Medical Terminology

Weigh Patients

vveigii Fallenis

COMPUTER SKILLS

COTTION CONTRACTOR	
Required by 7% of firms	usage %
Word processing	7%
Spreadsheet	7%
Database	0%
Desktop Publishing	0%
Other Proprietary Programs	0%

OTHER INFORMATION

Most employers (60%) promote from this position. Positions that Home Health Aides may be promoted to include Medication Technician, Supervisor, and Administrative Staff.

LOCAL TRAINING PROVIDERS

Avalon Training Center Nurse Asst. Pre-Cert. ROP Program Home Health Aide

Various Elderly Care facilities provide occupational training classes.

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSE

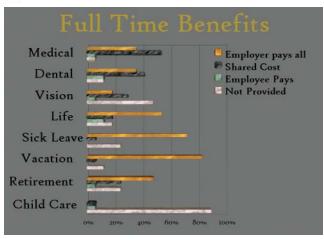
18 FIRMS - 251 EMPLOYEES



SOC CODE: 29-2061

DESCRIPTION

Care for ill, injured, convalescent, or disabled persons in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.



WAGES / BENEFITS

Non-Union and Union Combined	LOW	MEDIAN	HIGH
New Hire- No Experience	\$13.79	\$17.00	\$20.00
New Hire - Experienced	\$13.03	\$16.50	\$20.00
3 Years Exp. with Firm	\$13.95	\$18.00	\$23.00

EMPLOYMENT TRENDS

Size of Occupation	La	arge (670-710)
Gender	Male 11%	Female 89%
Projected Growth		.86% / yr.
Rate of Growth		Average
Openings due to Grow	th	6 / yr.
Openings due to Separ	ration	14 / yr.
Turnover Rate		11.6%

WHERE THE JOBS ARE

Nursing and Personal Care F	Firms	38%
Hospitals		28%
Doctors Offices		15%

SUPPLY/DEMAND ASSESSMENT

Most employers (78%) report that employment levels over the last 12 months have remained stable while some (22%) reported growth. Many new hires (52%) were as a result of employees leaving, but some (37%) report hires as a result of needing temporary help. Many employers (44%) expect employment levels over the next 24 months to grow.

Employers report that it is moderately difficult to find *fully experienced and qualified* applicants and very difficult to find employable *inexperienced* applicants for Licensed Vocational Nurse positions.

UNIONIZATIONUnion Employers -6%

SHIFTS AND HOURS

Most employers (94%) offer day shifts, with many (50%) offering both swing and graveyard shifts. Fulltime workers averaged 40 hours per week, with 57% of employees working fulltime.

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSE

SOC CODE: 29-2061



18 FIRMS - 251 EMPLOYEES

Recruitment Methods Promotions Emp. Referrals Newspaper Private Agencies EDD 696 School /Programs Union Halls Walk-ins Trade Journals Internet Colleges/ Univ. 1196

EMPLOYER REQUIREMENTS

LICENSES / CERTIFICATIONS

Licensed Practical and Vocational Nurses must graduate from an accredited Vocational Nursing School (or program) and pass a license examination.

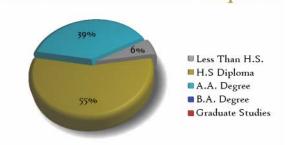
EXPERIENCE

Many employers (50%) require experience, but some (28%) only prefer it. The average experience when required or preferred is 15 months. All employers (100%) requiring or preferring experience do not accept experience in other occupations.

TRAINING

All employers (100%) state that technical or vocational training is required, and that training is not acceptable in lieu of experience for most (71%) employers requiring experience.

Minimum Education Required



SPECIFIC SKILLS AND TASKS

Administer Injections And Medications Apply And Interpret Written Instructions Apply Bacteriology Theory Apply Basic Math Techniques Human Anatomy And Physiology Knowledge Apply Infectious Materials Procedures Knowledge Of Hazardous Disposal Techniques Apply Nursing Practices And Procedures **Apply Patient Care Procedures** Assist In Examining And Treating Patients Collect Specimens And Draw Blood Interpret Prescriptions Maintain And Compile Medical Records/Charts Observe And Report Body Response Variations Prepare Patients For Exams And Treatments Set Up Patient Care Equipment Take Vital Signs And Weigh Patients Use Clinical Sterilizing Techniques Use Computers To Access And Retrieve Data Use Medical / Nursing Terminology Work As A Team Member

COMPUTER SKILLS

Required by 50% of firms	usage %
Word processing	39%
Spreadsheet	6%
Database	11%
Desktop Publishing	0%
Other Proprietary Programs	22%

OTHER INFORMATION

Most employers (67%) promote from this position. Positions that LPN/LVN's may be promoted to include Unit Manager and Department Manager. They may become registered Nurses with additional education.

LOCAL TRAINING PROVIDERS

Modesto Jr. College Vocational Nurse Emanual Medical Center LVN Program

MEDICAL APPLIANCE TECHNICIANS

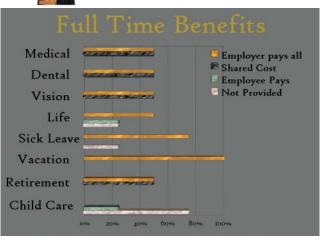
4 FIRMS - 13 EMPLOYEES



SOC CODE: 51-9082

DESCRIPTION

Construct, fit, maintain, or repair medical supportive devices, such as braces, artificial limbs, joints, arch supports, and other surgical and medical appliances.



WAGES / BENEFITS

Non-Union Responses Only	Low	MEDIAN	HIGH
New Hire- No Experience	\$8.00	\$10.74	\$13.47
New Hire - Experienced	\$8.00	\$13.73	\$15.00
3 Years Exp. with Firm	\$13.31	\$14.93	\$17.00

EMPLOYMENT TRENDS

Size of Occupation		Small
Gender	Male 85%	Female 15%
Projected Growth		Unknown
Rate of Growth		Unknown
Openings due to Grow	rth	Unknown
Openings due to Sepa	ration	Unknown
Turnover Rate		7.7%

WHERE THE JOBS ARE

Hospitals 50% Orthopedic and Prosthetic firms 50%

SUPPLY/DEMAND ASSESSMENT

Many employers (50%) report that employment levels over the last 12 months have grown. Many new hires (50%) were as a result of needing temporary help, while some (25%) were the result of employees leaving. Many employers (50%) expect employment levels over the next 24 months to grow.

Employers report that it is very difficult to find both *fully experienced and qualified* or employable *inexperienced* applicants for Medical Appliance Technician positions.

<u>UNIONIZATION</u> Union Employers - 0%

SHIFTS AND HOURS

Many employers (75%) offer day shifts, with some (25%) offering 12 hour shifts. Fulltime workers averaged 38 hours per week, with 77% of employees working fulltime.

Medical Appliance Technicians

SOC CODE: 51-9082

Promotions

Newspaper

Union Halls 090 Walk-ins

Internet

EDD 0%

Emp. Referrals

Private Agencies

School / Programs

Colleges/ Univ.

Trade Journals



SPECIFIC SKILLS AND TASKS

Analyze Patient Activity Apply Advanced Technical Math Interpret Verbal / Written Instructions Apply Human Kinesiology Theory Apply Metal Shaping Processes **Assemble Metal Components** Comprehend /Communicate Technical Info Fit Medical Supportive Devices Industrial /Manufacturing Machine Operations **Interpret Prescriptions**

4 FIRMS - 13 EMPLOYEES

Keep Records And Maintain Files

Mix And Apply Pigments

Operate Precision Measuring Devices, Tools And Equipment

Read Schematics And Specifications

Repair And Maintain Medical Supportive Devices Smooth, Sharpen, Polish, Or Grind Metal Objects Use Computer

Use Medical Equipment In Patient Care **Use Medical Terminology**

EMPLOYER REQUIREMENTS

LICENSES / CERTIFICATIONS

No license or certifications are required for Medical Appliance Technicians, however, many employers require Orthopedic Technician Certification to do this type of work.

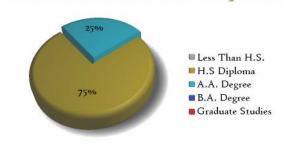
EXPERIENCE

Many employers (50%) require experience, but many (50%) only prefer it. The average experience when required or preferred is 9 months. Many of those employers (50%) requiring or preferring experience will accept experience in other occupations.

TRAINING

Many employers (50%) state that technical or vocational training is required, and that training is acceptable in lieu of experience for many (50%) employers requiring experience.

Minimum Education Required



COMPUTER SKILLS

Required by 25% of firms	usage %
Word processing	25%
Spreadsheet	25%
Database	0%
Desktop Publishing	0%
Other Proprietary Programs	25%

OTHER INFORMATION

Most employers (75%) do not promote from this position. Orthopedic Technicians are included in this occupation.

LOCAL TRAINING PROVIDERS

There are no local training providers for this occupation.

Nursing Aides, Orderlies and Attendents

15 FIRMS - 976 EMPLOYEES



SOC CODE: 31-1012

DESCRIPTION

Provide basic patient care under direction of nursing staff. Perform duties, such as feed, bathe, dress, groom, or move patients, or change linens.



WAGES / BENEFITS

Non-Union Responses Only	Low	MEDIAN	HIGH
New Hire- No Experience	\$6.75	\$7.50	\$9.00
New Hire - Experienced	\$7.00	\$8.32	\$9.43
3 Years Exp. with Firm	\$7.25	\$9.25	\$10.22

EMPLOYMENT TRENDS

Size of Occupation	Very Large (1500-1640)
Gender	Male 13% Female 87%
Projected Growth	1.3% / yr.
Rate of Growth	Faster than Average
Openings due to Grow	th 20 / yr.
Openings due to Separ	ration 21 / yr.
Turnover Rate	37.7%

WHERE THE JOBS ARE

Nursing and Personal Care Firms	60%
Hospitals	25%

SUPPLY/DEMAND ASSESSMENT

Most employers (60%) report that employment levels over the last 12 months have remained stable, while some (33%) reported job growth. Most new hires (78%) were as a result of employees leaving. Many employers (53%) expect employment levels over the next 24 months to grow.

Employers report that it is moderately difficult to find both *fully experienced and qualified* or employable *inexperienced* applicants for Nursing Aides, Orderlies and Attendant positions.

<u>UNIONIZATION</u> Union Employers - 0%

SHIFTS AND HOURS

Almost all employers (93%) offer day shifts, and (87%) offering both swing and graveyard shifts. Fulltime workers averaged 38 hours per week, with 65% of employees working fulltime.

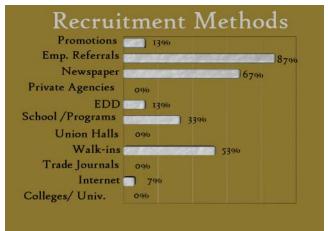
Nursing Aides,

ORDERLIES AND ATTENDENTS

SOC CODE: 31-1012



15 FIRMS - 976 EMPLOYEES



EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

Nursing Aides must complete 50 hours of classroom training, and 100 hours of supervised clinical training in a State approved training course. They must also pass a federal examination, and criminal background/fingerprint check.

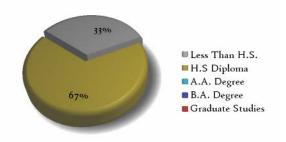
EXPERIENCE

Many employers (40%) do not require experience, but some (20%) do. The average experience when required or preferred is 8 months. Most of those employers (67%) requiring or preferring experience do not accept experience in other occupations.

TRAINING

Most employers (60%) state that technical or vocational training is required, and that training is acceptable in lieu of experience for many (56%) employers requiring experience.

Minimum Education Required



SPECIFIC SKILLS AND TASKS

Interpret Verbal / Written Instructions
Apply Confidentiality Procedures
Apply Health And Sanitation Standards
Apply Infectious Materials Procedures
Apply Institutional Care Procedures
Apply Personal Care Procedures
Bathe And Groom Patients
Change And Clean Bed Linens
Feed Patients

Keep Records And Maintain Files
Perform Patient Observation

Prepare Patients For Exams And Treatments

Prepare Patients For Tests Retrieve Files And Charts

Take Vital Signs And Weigh Patients Understand Needs Of The Elderly

Use Isolation Procedures For Infected Laundry

Use Medical Terminology Work As A Team Member

COMPUTER SKILLS

Required by 13% of firms	usage %
Word processing	13%
Spreadsheet	7%
Database	0%
Desktop Publishing	0%
Other Proprietary Programs	0%

OTHER INFORMATION

Most employers (67%) promote from this position. Positions that Nursing Aides, Orderlies, and Attendents may promote to include Supervisor and Department Manager. Nurses Aides must have additional education to progress in the nursing field.

LOCAL TRAINING PROVIDERS

Avalon Training Center Nurse Asst. Pre-Cert. ROP Program Certified Nurses Aide

Various Elderly Care facilities provide occupational training classes.

Plasterers and Stucco Masons

11 FIRMS - 167 EMPLOYEES

SOC CODE: 47-2161

DESCRIPTION

Apply interior or exterior plaster, cement, stucco, or similar materials. May also set ornamental plaster.



WAGES / BENEFITS

Non-Union and Union Combined	Low	MEDIAN	HIGH
New Hire- No Experience	\$8.00	\$8.88	\$15.00
New Hire - Experienced	\$10.00	\$18.00	\$24.02
3 Years Exp. with Firm	\$16.00	\$22.00	\$26.00

EMPLOYMENT TRENDS

Size of Occupation Small (130-1	170)
Gender Male 99% Female	1%
Projected Growth 4.4% /	yr.
Rate of Growth Much Faster than Avera	age
Openings due to Growth 6 /	/ yr.
Openings due to Separation 4 /	yr.
Turnover Rate 1	5%

WHERE THE JOBS ARE

Masonry, Stonework and Plastering Firms 100%

<u>UNIONIZATION</u> Union Employers - 18%

SHIFTS AND HOURS

All employers (100%) offer day shifts. Fulltime workers averaged 40 hours per week, with 100% of employees working fulltime.

SUPPLY/DEMAND ASSESSMENT

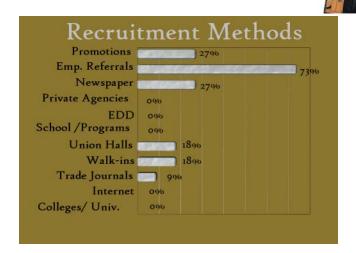
Most employers (64%) report that employment levels over the last 12 months have remained stable, while some (27%) reported job growth. Many new hires (44%) were as a result of employees leaving, and some (37%) were for temporary positions. Many employers (45%) expect employment levels over the next 24 months to grow, but few (9%) expect declines.

Employers report that it is very difficult to find both *fully experienced and qualified* or employable *inexperienced* applicants for Plasterers and Stucco Mason positions

Plasterers and Stucco Masons

SOC CODE: 47-2161

11 FIRMS - 167 EMPLOYEES



EMPLOYER REQUIREMENTS

LICENSES / CERTIFICATIONS

Plasterers and Stucco Masons are not required to have a license, but they must work under a licensed Contractor.

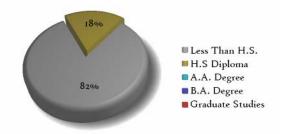
EXPERIENCE

Most employers (64%) require experience, but a few (18%) only prefer it. The average experience when required or preferred is 29 months. Most of those employers (78%) requiring or preferring experience do not accept experience in other occupations.

TRAINING

Almost all employers (82%) state that technical or vocational training is not required, and that training is not acceptable in lieu of experience for all (100%) employers requiring experience.

Minimum Education Required



SPECIFIC SKILLS AND TASKS

Adhere To Safety Procedures

Apply And Interpret Verbal Instructions

Apply Coatings And Adhesives

Concrete Fabrication Techniques

Apply Decorative And Protective Coverings

Apply Intermediate Technical Math

Apply Plaster Or Other Texture Material To Walls

Building Codes Knowledge

Erect Scaffold

Estimate Costs For Repair Services

Estimate Time And Materials Needed

Maneuver Heavy Objects

Mix Plaster And Stucco To Proper Consistency

Read Blueprints And Technical Drawings

Read Repair Work Orders

Read Schematics And Specifications

Read Tape Measure

Use Tile And Masonry Adhesives

COMPUTER SKILLS

Required by 0% of firms	usage %
Word processing	0%
Spreadsheet	0%
Database	0%
Desktop Publishing	0%
Other Proprietary Programs	0%

OTHER INFORMATION

Almost all employers (82%) promote from this position. Positions that Plasterers and Stucco Masons may be promoted to include Crew Leader and Foreman.

LOCAL TRAINING PROVIDERS

ROP Programs Construction Technology

SALES REPRESENTATIVES,

Wholesale and Manufacturing

Technical and Scientific Products

15 FIRMS - 98 EMPLOYEES



SOC CODE: 41-4011

DESCRIPTION

Sell goods for wholesalers or manufacturers where technical or scientific knowledge is required in such areas as biology, engineering, chemistry, and electronics, normally obtained from at least 2 years of post-secondary education.

Medical Dental Vision Life Sick Leave Vacation Retirement Child Care

WAGES / BENEFITS

Non-Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$8.05	\$11.51	\$14.38
New Hire - Experienced	\$8.05	\$15.34	\$31.16
3 Years Exp. with Firm	\$14.96	\$23.59	\$40.75

<u>UNIONIZATION</u> Union Employers - 0%

SHIFTS AND HOURS

All employers (100%) offer day shifts, but no other shifts were offered. Fulltime workers averaged 40 hours per week, with 99% of employees working fulltime.

EMPLOYMENT TRENDS

Size of Occupation	Lar	ge (540-600)
Gender	Male 93%	Female 7%
Projected Growth		1.6% / yr.
Rate of Growth	Much Faster th	nan Average
Openings due to Gr	owth	9 / yr.
Openings due to Se	paration	14 / yr.
Turnover Rate		4.1%

WHERE THE JOBS ARE

Machinery, Equipment and Supply Firms	39%
Beverage Firms	9%
Misc. Non-Durable Goods Firms	9%
Prof. and Commercial Equipment Firms	8%

SUPPLY/DEMAND ASSESSMENT

Most employers (73%) report that employment levels over the last 12 months have remained stable, while some (27%) reported job growth. Many new hires (56%) were as a result of new positions. Many employers (53%) expect employment levels over the next 24 months to grow.

Employers report that it is very difficult to find both *fully experienced and qualified* or employable *inexperienced* applicants for Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products positions.

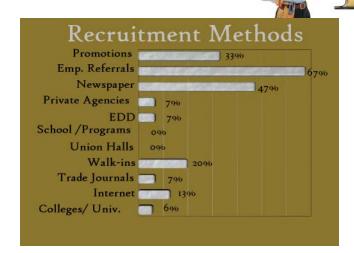
SALES REPRESENTATIVES,

Wholesale and Manufacturing

Technical and Scientific Products

SOC CODE: 41-4011

15 FIRMS - 98 FMPLOYFFS



EMPLOYER REQUIREMENTS

LICENSES / CERTIFICATIONS

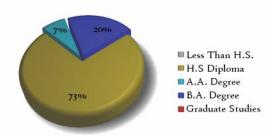
There are no licenses or certifications required to ba a Sales Representative, Wholesale and Manufacturing, Technical and Scientific. EXPERIENCE

Many employers (53%) prefer experience, but almost as many (47%) require it. The average experience when required or preferred is 14 months. Most of those employers (67%) requiring or preferring experience will accept experience in other occupations.

TRAINING

All employers (100%) state that technical or vocational training is not required, and that training is not acceptable in lieu of experience for almost all (87%) employers requiring experience.

Minimum Education Required



SPECIFIC SKILLS AND TASKS

Apply Interpersonal Communication Techniques Apply Product Knowledge To Marketing Of Goods

Apply Telephone Communication As Sales Tool Balance Invoices

Conduct Sales Presentations

Describe And Demonstrate Goods And Services

Keep Records And Maintain Files

Monitor Consumer And Marketing Trends

Provide Customer Service

Provide Training To Customers

Recognize And Evaluate Product Quality

Understand Sales Contracts

Use Computers To Access And Retrieve Data

Use Computers To Locate Parts/ Inventory

Use Marketing Techniques

Use Sales Techniques

COMPUTER SKILLS

Required by 80% of firms	usage %
Word processing	73%
Spreadsheet	73%
Database	13%
Desktop Publishing	7%
Other Proprietary Programs	33%

OTHER INFORMATION

Most employers (67%) promote from this position. Positions that Sales Representatives may be promoted to include Sales Manager and Branch Manager.

LOCAL TRAINING PROVIDERS

Modesto Jr. College Professional Sales Cert. Worldwide Business- Sales/Mgt.

Educational Services

SECRETARIES,

EXCEPT LEGAL, MEDICAL AND EXECUTIVE

16 FIRMS - 78 EMPLOYEES



SOC CODE: 43-6014

DESCRIPTION

Perform routine clerical and administrative functions such as drafting correspondence, scheduling appointments, organizing and maintaining paper and electronic files, or providing information to callers.

Medical Dental Vision Life Sick Leave Vacation Retirement Child Care

WAGES / BENEFITS

Non-Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$6.75	\$7.13	\$8.00
New Hire - Experienced	\$7.48	\$8.75	\$12.11
3 Years Exp. with Firm	\$7.98	\$11.00	\$14.00

EMPLOYMENT TRENDS

Size of Occupation	VaryLarge (2,290-2,440)
Gender	Male 12%	Female 88%
Projected Growth		.94% / yr.
Rate of Growth		Average
Openings due to Gro	owth	21 / yr.
Openings due to Sep	oaration	39 / yr.
Turnover Rate		9%

WHERE THE JOBS ARE

Elementary and SecondarySchools	14%
Personnel Supply Contractors	12%
Local Government	10%

SUPPLY/DEMAND ASSESSMENT

Most employers (75%) report that employment levels over the last 12 months have remained stable, while few (13%) reported job declines or growth. Almost all new hires (91%) were as a result of temporary hiring. Most employers (75%) expect employment levels over the next 24 months to remain stable.

Employers report that it is moderately difficult to find *fully experienced and qualified* applicants, and very difficult to find employable *inexperienced* applicants for Secretary positions.

<u>UNIONIZATION</u> Union Employers - 0%

SHIFTS AND HOURS

All employers (100%) offer day shifts, with few (6%) offering swing or graveyard shifts. Fulltime workers averaged 40 hours per week, with 65% of employees working fulltime.

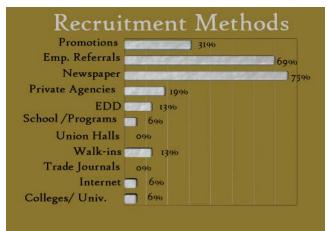
Secretaries,

EXCEPT LEGAL, MEDICAL AND EXECUTIVE

SOC CODE: 43-6014



16 FIRMS - 78 EMPLOYEES



EMPLOYER REQUIREMENTS

LICENSES / CERTIFICATIONS

There are no licenses or certifications necessary to be a Secretary.

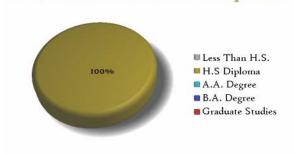
EXPERIENCE

Most employers (75%) require experience, but some (25%) only prefer it. The average experience when required or preferred is 17 months. Most of those employers (50%) requiring or preferring experience will accept experience in other occupations.

TRAINING

Most employers (75%) state that technical or vocational training is not required, and that training is acceptable in lieu of experience for many (44%) employers requiring experience.

Minimum Education Required



SPECIFIC SKILLS AND TASKS

Answer Calls Using A Switchboard

Apply Interpersonal Communication Techniques

Arrange Teleconference Calls

Compose Business Correspondence

Keep Records And Maintain Files

Maintain Appointment Calendar

Maintain Inventory Of Office Forms

Walitalii inventory Of Office Forms

Obtain Information From Clients or Customers

Order Office Supplies

Perform Typing Or Data Entry Functions

Prepare Business And Government Forms

Provide Meeting Materials

Retrieve Files And Charts

Schedule Meeting Or Appointments

Schedule Or Coordinate Meeting Facilities

Take And Edit Meeting Notes

Use Computers To Enter/Access /Retrieve Data Use Correct Grammar, Punctuation And Spelling

COMPUTER SKILLS

Required by 100% of firms	usage %
Word processing	94%
Spreadsheet	88%
Database	50%
Desktop Publishing	6%
Other Proprietary Programs	44%

OTHER INFORMATION

Almost all employers (81%) promote from this position. Positions that Secretaries may be promoted to include Bookkeeper, Executive Assistant and Office Manager.

LOCAL TRAINING PROVIDERS

Central Val. Opp. Ctr. Business Occs. Comm. Business College Office Specialist Computer Career Training Office Skills Computer Tutor Office Clerk Goodwill Industries Office Technology Office Clerk Humphries College Modesto Jr. College **Business** Rop Programs Office Procedures Training and Res. Ctr. Clerical Turlock Adult School Office Procedures Worldwide Educational **Business- Clerical**

Team Assemblers

16 FIRMS - 342 EMPLOYEES



SOC CODE: 51-2092

DESCRIPTION

Work as part of a team having responsibility for assembling an entire product or component of a product. Team assemblers can perform all tasks conducted by the team in the assembly process and rotate through all or most of them rather than being assigned to a specific task on a permanent basis. May participate in making management decisions affecting the work. Team leaders who work as part of the team should be included.

WAGES / BENEFITS

Non-Union and Union Combined	LOW	MEDIAN	HIGH
New Hire- No Experience	\$6.75	\$8.00	\$8.63
New Hire - Experienced	\$6.75	\$9.50	\$15.00
3 Years Exp. with Firm	\$7.50	\$12.61	\$18.00

<u>UNIONIZATION</u> Union Employers - 6% SHIFTS AND HOURS

All employers (100%) offer day shifts, with few (19%) offering swing shifts or (13%) graveyard shifts. Fulltime workers averaged 40 hours per week, with 98% of employees working fulltime.

Medical Dental Vision Life Sick Leave Vacation Retirement Child Care

EMPLOYMENT TRENDS

Size of Occupation	VeryLarge (1,130-1,430)
Gender	Male 62% Female 38%
Projected Growth	3.8% / yr.
Rate of Growth	Much Faster than Average
Openings due to Gre	owth 43 / yr.
Openings due to Se	paration 23 / yr
Turnover Rate	10.2%

WHERE THE JOBS ARE

Milwork, Plywood and Structural Firms	19%
Motor Vehicle and Equipment Firms	12%
Fabricated Structural Metal Firms	12%

SUPPLY/DEMAND ASSESSMENT

Many employers (44%) report that employment levels over the last 12 months have grown, while few (13%) reported job declines. Some new hires (26%) were as a result of employees leaving, but some (39%) were from new hires. Most employers (63%) expect employment levels over the next 24 months to remain stable.

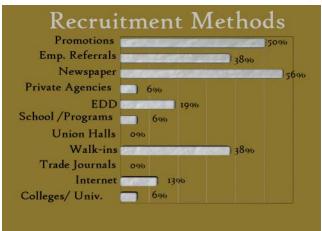
Employers report that it is very difficult to find fully experienced and qualified and very difficult to find employable *inexperienced* applicants for Team Assembler positions.

TEAM ASSEMBLERS

SOC CODE: 51-2092



16 FIRMS - 342 EMPLOYEES



EMPLOYER REQUIREMENTS

LICENSES / CERTIFICATIONS

There are no licenses or certifications required to be a Team Assembler.

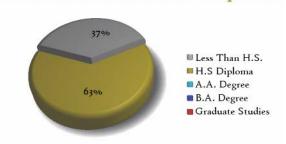
EXPERIENCE

Many employers (56%) prefer experience, but some (25%) require it. The average experience when required or preferred is 14 months. Most of those employers (69%) requiring or preferring experience will accept experience in other occupations.

TRAINING

Almost all employers (81%) state that technical or vocational training is not required, and that training is acceptable in lieu of experience for most (62%) employers requiring experience.

Minimum Education Required



SPECIFIC SKILLS AND TASKS

Interpret Verbal/Written Instructions
Apply Independent Judgment In Assembly
Procedures

Apply Intermediate Technical Math
Apply Quality Assurance Techniques
Assemble Small Objects And Parts
Inspect Components During Manufacturing
Maneuver Heavy Objects
Operate Cranes Or Hoists
Operate Hand And Power Tools
Operate Specialized Production Machines
Perform Repetitive Tasks In Assembly Setting
Read Schematics And Specifications
Sort Raw Materials Used In Manufacturing
Sustain Output Levels Of Assembled Items

Test Mechanical Products After Assembly Understand Manufacturing Methods And Techniques

Weigh, Package, Wrap And Label Products Work As A Team Member

COMPUTER SKILLS

Required by 25% of firms	usage %
Word processing	19%
Spreadsheet	19%
Database	6%
Desktop Publishing	0%
Other Proprietary Programs	13%

OTHER INFORMATION

Most employers (63%) promote from this position. Positions that Team Assemblers may be promoted to include Production Supervisor and Management positions.

LOCAL TRAINING PROVIDERS

There are no local training providers for this occupation.

VETERINARY ASSISTANTANTS AND LABORATORY ANIMAL CARETAKERS

16 FIRMS - 66 EMPLOYEES

DESCRIPTION

Feed, water, and examine pets and other nonfarm animals for signs of illness, disease, or injury in laboratories and animal hospitals and clinics. Clean and disinfect cages and work areas, and sterilize laboratory and surgical equipment. May provide routine post-operative care, administer medication orally or topically, or prepare samples for laboratory examination under the supervision of veterinary or laboratory animal technologists or technicians, veterinarians, or scientists.

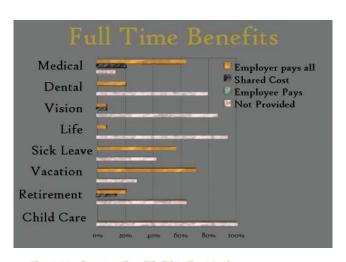
WAGES / BENEFITS

Non-Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$6.75	\$6.75	\$7.50
New Hire - Experienced	\$6.75	\$7.38	\$9.00
3 Years Exp. with Firm	\$8.00	\$9.00	\$12.00

<u>UNIONIZATION</u> Union Employers - 0%

SHIFTS AND HOURS

Almost all employers (94%) offer day shifts, with few (13%) offering swing shifts. Fulltime workers averaged 39 hours per week, with 45% of employees working fulltime.



SOC CODE: 31-9096

EMPLOYMENT TRENDS

Size of Occupation	Small (60-70)
Gender	Male 11% Female 89%
Projected Growth	2.4% / yr.
Rate of Growth	Much Faster than Average
Openings due to Gre	owth 1 / yr.
Openings due to Se	paration 1 / yr.
Turnover Rate	9.1%

WHERE THE JOBS ARE

Veterinary offices and hospitals 100%

SUPPLY/DEMAND ASSESSMENT

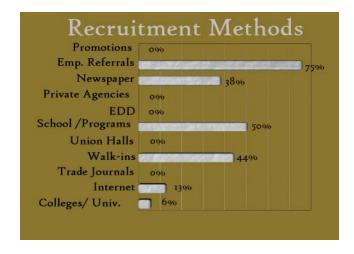
Most employers (69%) report that employment levels over the last 12 months have remained stable, while some (31%) reported job growth. Many new hires (53%) were as a result of new positions. Many employers (50%) expect employment levels over the next 24 months to grow.

Employers report that it is very difficult to find fully experienced and qualified applicants and moderately difficult to find employable inexperienced applicants for Veterinary Assistant and Laboratory Animal Caretaker positions.

VETERINARY ASSISTANTANTS AND LABORATORY ANIMAL CARETAKERS

SOC CODE: 31-9096

16 FIRMS - 66 EMPLOYEES



EMPLOYER REQUIREMENTS

LICENSES / CERTIFICATIONS

There are no licenses or certifications required to be a Veterinary Assistant or Laboratory Animal Caretaker.

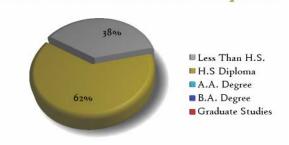
EXPERIENCE

Many employers (56%) do not require experience, but some (31%) prefer it. The average experience when required or preferred is 10 months. Most of those employers (71%) requiring or preferring experience will accept experience in other occupations.

TRAINING

Almost all employers (88%) state that technical or vocational training is not required, and that training is acceptable in lieu of experience for most (71%) employers requiring experience.

Minimum Education Required



SPECIFIC SKILLS AND TASKS

Interpret Verbal/Written Instructions
Apply Animal Psychology
Apply Basic Math
Apply Infectious Materials Procedures
Collect Specimens For Medical Tests
Feed, Exercise, And Care For Non-farm Animals
Groom Animals
Prepare Patients For Exams And Treatments
Prepare Patients For Tests
Provide Clerical Assistance To Veterinarian
Provide Customer Service
Recognize Animal Abuse Or Neglect
Retrieve Files And Charts
Understand Animal Habits And Needs
Use Clinical Sterilizing Techniques

COMPUTER SKILLS

Use Medical Terminology

Required by 44% of firms	usage %
Word processing	25%
Spreadsheet	19%
Database	0%
Desktop Publishing	0%
Other Proprietary Programs	25%

OTHER INFORMATION

Almost all employers (81%) promote from this position. Positions that Veterinary Assistants may be promoted to include Veterinary Technician, Receptionist and Hospital Director.

LOCAL TRAINING PROVIDERS

Modesto Jr. College Animal Sciences

Welders, Cutters, Solderers and Brazers

15 FIRMS - 128 EMPLOYEES



SOC CODE: 51--4121

DESCRIPTION

Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.



EMPLOYMENT TRENDS

Size of Occupation

Projected Growth

Openings due to Growth

WHERE THE JOBS ARE

Openings due to Separation

Rate of Growth

Turnover Rate

Gender

WAGES / BENEFITS

Non-Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$8.00	\$9.00	\$12.00
New Hire - Experienced	\$8.00	\$12.00	\$15.00
3 Years Exp. with Firm	\$10.00	\$14.00	\$20.00

Motor Vehicles and Equ

Local Government 23%
Motor Vehicles and Equipment Firms 22%
Fabricated Structural Metal Firms 22%

Large (630-770)

3.2% / yr.

20 / yr.

17 / yr.

25.8%

Male 98% Female 2%

Much Faster than Average

SUPPLY/DEMAND ASSESSMENT

Most employers (67%) report that employment levels over the last 12 months have remained stable, while some (27%) reported job growth. Most new hires (73%) were as a result of employees leaving, but some (25%) were for new positions. Almost all employers (80%) expect employment levels over the next 24 months to grow.

Employers report that it is very difficult to find fully experienced and qualified applicants and moderately difficult to find employable inexperienced applicants for Welder, Cutter, Solderer, and Brazer positions.

<u>UNIONIZATION</u> Union Employers - 0%

SHIFTS AND HOURS

All employers (100%) offer day shifts, with few (13%) offering swing or (7%) graveyard shifts. Fulltime workers averaged 41 hours per week, with 99% of employees working fulltime.

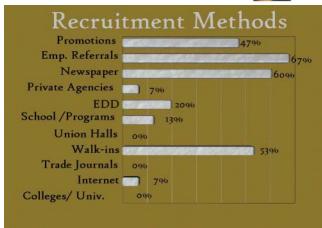
Welders, Cutters, Solderers and Brazers

SOC CODE: 51--4121





15 FIRMS - 128 EMPLOYEES



EMPLOYER REQUIREMENTS

LICENSES / CERTIFICATIONS

There are no licenses or certifications required to be a welder, although many employers prefer a certification of skill level for special types of welding.

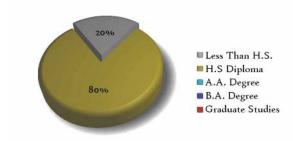
EXPERIENCE

Most employers (73%) require experience, but some (20%) only prefer it. The average experience when required or preferred is 24 months. Most of those employers (64%) requiring or preferring experience do not accept experience in other occupations.

TRAINING

Many employers (60%) state that technical or vocational training is required, and that training is not acceptable in lieu of experience for most (64%) employers requiring experience.

Minimum Education Required



SPECIFIC SKILLS AND TASKS

Adhere To Safety Procedures

Apply And Interpret Verbal Instructions

Apply Intermediate Technical Math

Apply Metal Forming Techniques And Processes

Apply Metal Shaping Processes

Apply Quality Assurance Techniques

Identify Base Metals For Welding

Inspect Components During Manufacturing

Maintain Welding Machines And Equipment

Maneuver Heavy Objects

Operate Cranes Or Hoists

Operate Precision Measuring Devices

Operate Soldering Equipment

Operate Specialized Metal Shaping Machines

Perform Combination Welding

Read Schematics And Specifications

Recognize Characteristics Of Alloys/ Metals Understand Manufacturing Methods And

Techniques

Use Non-destructive Test Equipment

COMPUTER SKILLS

Required by 7% of firms	usage %
Word processing	7%
Spreadsheet	7%
Database	0%
Desktop Publishing	0%
Other Proprietary Programs	7%

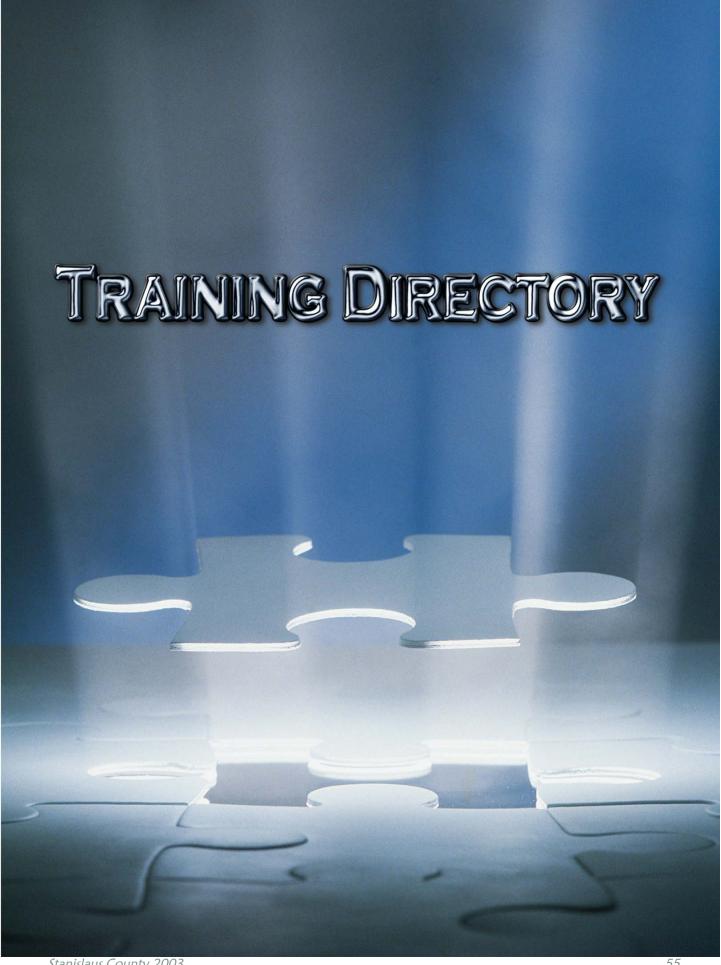
OTHER INFORMATION

Most employers (60%) promote from this position. Positions that Welders may be promoted to include Lead Worker, Foreman, Supervisor and Estimator.

LOCAL TRAINING PROVIDERS

Cal-Trade Welding
Central Valley Op. Center
Modesto Jr. College
ROP Programs

Comb. Welding
Welding
Welding
Welding and Fab.



Stanislaus County 2003

Inclusion in this Training Directory is not an endorsement by the State of California Labor Market Information Division or the Stanislaus Career Network.

ADRIAN'S BEAUTY COLLEGE OF TURLOCK 2253 Geer Road

Turlock, California 95382

CONTACT

WEB DATA

Sherri Cytanovich, Director Phone: (209) 632-2233 FAX: (209) 632-9089

E-Mail: adrians@inreach.com Website: None available

PROGRAMS

Cosmetology Manicuring

AMERICAN BUSINESS COLLEGE

142 N. 9th Street, Suite 14 Modesto, California 95350

CONTACT

WEB DATA

Candace Brock, Director Phone: (209) 523-1333 (209) 523-5467 FAX:

E-Mail: abc@thevision.net Web Site: None available

PROGRAMS

Hospitality Management Mortgage Banking with Real Estate Property Management with Real Estate **Customer Services**

AVALON TRAINING CENTER 1900 Coffee Road

1900 Coffee Road Modesto, California

CONTACT

WEB DATA

Bob Phillips, Instructor Phone: (209) 548-0318 FAX: (209) 548-0319

E-Mail: None Available Website: None Available

PROGRAMS

Nursing Assistant Pre-Certification

CALIFORNIA COLLEGE OF ANDON MODESTO

1700 McHenry Village Way Modesto, California 95350

CONTACT

WEB DATA

Linda Stoval, Admissions Phone: (209) 571-8777 FAX: (209) 571-9836

E-Mail: Lstoval@andoncollege.com Website: www.andon.com

PROGRAMS

Medical Assistant Associate of Studies in Medical Assisting Medical Office Specialist Theraputic Health Technician

CALIFORNIA BEAUTY COLLEGE

1115 15th Street Modesto, California 95354

<u>CONTACT</u> <u>WEB DATA</u>

Veronica Ayala, Admissions E-Mail: None Available Phone: (209) 524-5184 Website: None Available FAX: (209) 524-7622

PROGRAMS

Cosmetology Manicuring

CALIFORNIA STATE UNIVERSITY, STANISLAUS

801 W. Monte Vista Avenue Turlock, California 95380

<u>CONTACT</u> <u>WEB DATA</u>

Admission & Application Info. E-Mail: outreach_help_desk@stan.

Phone: (209) 667-3070 csusstan.edu

FAX: (209) 667-3394 Website: http://www.csustan.edu

DEPARTMENTS

Nursing

Anthropology Criminal Justice **Graduate Studies** Philosophy Physical Education Art Drama History **Athletics Economics** Inst. For Int'l Study Health **Biological Science** School of Education Liberal Studies Physical Science Business Admin. English Marine Science Politics/Public Admin. Ethnic/Women's Studies Mathematics Psychology Chemistry Cognitive Studies Geography Multidisciplinary Sociology

Geology Program

Computer Science

Stanislaus County 2003 59

CAL TRADE WELDING SCHOOL

424 Kansas Avenue Modesto, California 95351

CONTACT

WEB DATA

Robert Erwin, Owner Vicki Richter, Admin. Asst. Phone: (209) 523-0753 FAX: (209) 523-8826

E-Mail: caltrade2@aol.com Website: www.caltradeweldingschool.com

PROGRAMS

Combination Welding MIG / TIG Specialty Welding Pipeline Welding **AWS Inspectors**

CENTRAL VALLEY OPPORTUNITY CENTER

912 11th Street Modesto, California 95354-2319

CONTACT

WEB DATA

Jorge De Nava, Director Phone: (209) 577-3210 (209) 523-9634 FAX:

E-Mail: cvoc7@cvoc.merced.ca.us

Website: www.cvoc.org

PROGRAMS

Business Occupations Cashier - Retail Sales Welding Automotive Maintenance **Food Peparation**

CENTRAL VALLEY ELECTRICAL JATC

1925 Yosemite Blvd. Modesto, California 95354

CONTACT WEB DATA

Stan Strohmeyer E-Mail: jatc@softcom.net Website: None Available

FAX: (209) 521-0908

PROGRAMS

Construction Electrician CA Certificate

CHAPMAN UNIVERSITY

5222 Pirrone Court Salida, California 95368

<u>CONTACT</u> WEB DATA

David L. Young, Asst. Director
Phone: (209) 545-1234
FAX: (209) 545-0956

E-Mail: modesto@chapman.edu
Website: www.chapman.edu

PROGRAMS

Bachelor's Degrees Master's Degrees Teaching Credentials

Computer Information SystemsEducation (Curriculum and Instruction)Single SubjectSocial SciencesEducation (Leadership and Admin)Multiple SubjectHealth SystemsSpecial EducationAdmin Services Tier I/IIOrganizational LeadershipOrganizational LeadershipClear Credential

Psychology Health Administration Special Education
Criminal Justice Teaching (Elementary) Mild/Moderate & Moderate

riminal Justice Teaching (Elementary) Mild/Moderate & Moderate/Severe
Teaching (Secondary) MS CLAD

Mild/Moderate Multiple Subjects
CLAD

Stanislaus County 2003 61

COMMUNITY BUSINESS COLLEGE

3800 McHenry Avenue, Suite M Modesto, California 95356

CONTACT

WEB DATA

Jeff Painter, Director

Dan Guerra, Director of Training

Phone: (209) 529-3648 FAX: (209) 529-0456 E-Mail: Dguerra@communitybusiness.com Website: www.communitybusinesscollege.com

PROGRAMS

Business Accounting
Computer Office Specialist
Computer Office Specialist II-Accounting
Computer Office Specialist II-Computer Technician
Business Accounting
Computer System Administration Analyst

COMP USA

3900 Sisk Road, Ste. D Modesto, California 95356

<u>CONTACT</u> WEB DATA

Richard O'keefe , Manager E-Mail: christina_coleman@compusa.com

Phone: (209) 342-6030 Website: www.compusa.com

Fax: (209) 342-6098 Website: www.compusa.

PROGRAMS

MS Windows- XP/ME Dreamweaver

MS Access Flash

MS Powerpoint HTML to DHTML

MS Project Illustrator
MS Publisher InDesign
MS Word Pagemaker
MS Works Photoshop
Mac OSX Quark

COMPUTER CAREER TRAINING 3321 McHenry Ave. #E

3321 McHenry Ave. #E Modesto, California 95350

CONTACT

WEB DATA

Kyran Enzi, President Phone: (209) 536-1702 FAX: (209) 532-0632 E-Mail: cctl@mlode.com Website: www.cctschool.com

PROGRAMS

Computer Aided Drafting Computerized Office Skills Computerized Business Applications

COMPUTER TUTOR BUSINESS and TECHNICAL INSTITUTE

4306 Sisk Road Modesto, California 95356

CONTACT

George Rawe, Director Chris Stewart, Admissions Phone: (209) 545-5200 FAX: (209) 545-3995

WEB DATA

E-Mail: Chris@computertutor.com Website: www.computertutor.com

PROGRAMS

Administrative Assistant I Administrative Assistant II Administrative Account Clerk I Administrative Account Clerk II Administrative Medical Clerk Office Clerk I Windows 2000 Networking MCSE

Stanislaus County 2003 63

GALEN COLLEGE

1604 Ford Avenue, Suite 10 Modesto, California 95350

CONTACT

Kellie Thornhill, Director Phone: (209) 527-5100 FAX: (209) 527-7209

WEB DATA

E-Mail: None Available

Website: www.galencollege.com

PROGRAMS

Dental Assistant Medical Assistant

GOODWILL INDUSTRIES SAN JOAQUIN INC.

2500 Mc Henry Avenue Modesto, California 95350

CONTACT

WEB DATA

E-Mail: Michelles@goodwill-sjv.org Website: www.goodwill-sjv.org

Phone: (209) 466-2311 FAX: (209) 466-0547

PROGRAMS

Office Technolgy (Billiqual) Retail Sales Training (Billiqual) Janitorial Training Employment Preparation

GREEN VALLEY TRUCK SCHOOL. 108 South Santa Cruz Ave.

108 South Santa Cruz Ave. Modesto, California 95354

CONTACT

Isis Medera, Office Manager Phone: (209) 521-3995 FAX: (209) 521-3994

WEB DATA

E-Mail: gzts108@sbcglobal.net

Website: None

PROGRAMS

Truck Driving Doubles Endorsement Hazardous Materials Endorsements

HUMPHREYS COLLEGE

3600 Sisk Road, Suite 3A Modesto, California 95356

CONTACT

Carrie Castillon, Admissions Counselor Phone: (209) 543-9411

FAX: (209) 543-9411

WEB DATA

E-Mail: ccastillon@humphreys.edu Website: www.humphreys.edu

PROGRAMS

Accounting / A.S. Degree
Accounting Clerk
Administrative Management / Certificate
Executive Administrative Assistant
Executive Office / A.S. Degree
Executive Office Clerk

Legal Administrative Assistant

Legal Office Administration / A.S. Degree Legal Office Clerk Medical Administrative Assistant Medical Office Administration / A.S. Degree Medical Office Clerk Medical Transcription / Certificate Paralegal / Certificate

Stanislaus County 2003 65

IMPACT EDUCATION

623 Bangs Ave. Modesto, California 95356

<u>CONTACT</u> <u>WEB DATA</u>

Wendy Brenning E-Mail: hvacinfo@impactresources.com

Dir. of Student Services Website: www.impactresources.

Phone: (209) 529-4690 com/hvac.htm FAX: (209) 529-4668

PROGRAMS

HVAC/R Service Technician Appliance Repair Technician HVAC/Appliance Repair Technician Property Management

INSTITUTE OF TECHNOLOGY

5737 Stoddard Road Modesto, California 95356

<u>CONTACT</u> <u>WEB DATA</u>

Patricia Vecchi
Agency Coordinator

E-Mail: pvecchi@it-email.com
Website: www.itcolleges.com

Phone: (209) 545-3100 FAX: (209) 545-1804 PROGRAMS

> Computer NetworkTechnician Computerized Office / Administration Electronics Communications Technician Health Insurance Specialist HVAC Technician

Human Resources Administrator Human Resources Assistant

Network Software Engineer Pharmacy Technician

Professional Medical Assistant

Web and Graphic Design

HONOLULU SCHOOL OF PARALEGAL EDUCATION

1609 Tully Rd Ste 4 Modesto, California 95350

CONTACT

WEB DATA

Benjamin Ramos, Exec. Director Phone: (209) 577-3161

FAX: (209) 577-3161

E-Mail: uhlaw@thevision.net Website: None Available

PROGRAMS

Paralegal Assistant Private Investigator Legal/ Medical/ Administrative Interprete School Of Investigation- Seminars California Law- Attorney Training

MODESTO CITY SCHOOLS

1017 Reno Avenue Building B Modesto, California 95351

CONTACT

WEB DATA

Lisa Roche, Training Coordinator Phone: (209) 576-4273

FAX: (209) 576-4173

E-Mail: roche.l@monet.k12.ca.us Website: www.monet.k12.ca.us/careers

PROGRAMS

A+ Certification
Ag Welding
Automatic Transmission Repair (fw/rw)
Business Management
Certified Nursing Assistant
Computerized Equipment Servicing
Construction Techology
Custodial Services
Electrical Trades Technology
Elementary Education
Fashion Marketing

Food Services
Graphic Arts Lab
Home Health Aid
Landscape Design/Maintenance
Multimedia
Office Occupations
Retail Sales/Marketing
Security Guard Training
Small Engine/Motorcycle Repair (evening)

MISSION HILL TRUCK SCHOOL 521 Bystrum Road

Modesto, California 95351

CONTACT WEB DATA

Harcharan Singh (owner) Phone: (209) 491-2380

FAX: (209) 491-2381

E-Mail: missionhill@sbcglobal.net

Website: None Available

PROGRAMS

Truck Driving Training Safety Training

MODESTO AREA SHEET METAL JAC 841 Lone Palm Avenue

Modesto, California 95351

CONTACT WEB DATA

Tony Ledoux, Training Coordinator

Phone: (209) 523-1323 FAX: (209) 523-1242 E-Mail: tonyl@smwia-162.com Website: None Available

PROGRAMS

Sheet Metal Worker **CA** Certificate

MODESTO JUNIOR COLLEGE

435 College Avenue Modesto, California 95350

CONTACT

Student Information Center Phone: (209) 575-6470

Student Development Office

Phone: 209) 575-6700

WEB DATA

E-Mail: None Available

Website: http://www.mjc.yosemite.

cc.ca.us

DEPARTMENTS

Agricultural and Environmental Sciences

Allied Health

Arts, Humanities, and Communications

Behavioral and Social Sciences

Business

Community and Economic Development

Family and Consumer Sciences

Industrial technology

Literature and Language Arts Physical Recreation, and Health Ed.

Public Safety Training

Science, Math, and Engineering

MOUNTAIN - VALLEY EMERGENCY MEDICAL SERVICES

1101 Standiford Avenue, Suite D-1 Modesto, California 95350

CONTACT

Marilyn Smith, Staffing & Training Phone: (209) 529-5085

(209) 529-1496 FAX:

WEB DATA

E-Mail: msmith@mvemsa.com Website: www.mvemsa.com

PROGRAMS

Paramedic Training

Stanislaus County 2003 69

MODESTO TECHNICAL COLLEGE

1400 N. 9th Street #10 Modesto, California 95350

<u>CONTACT</u> WEB DATA

Olga Padilla, Admissions Office Manager

Phone: (209) 524-7223 FAX: (209) 524-1836 E-Mail: tmbuck@earthlink.net Website: none available

PROGRAMS

General Auto Mechanics Service Writer Small Engine Repair Retail Clerk

NATIONAL TRAINING INSTITUTE

1900 Blue Gum Avenue, Suite B Modesto, California 95357

CONTACT

Karen Garnett, Branch Director Maria Campodonico, Admissions

Phone: (209) 522-9700 FAX: (209) 522-9705

WEB DATA

E-Mail: connieE@modesto.ntiusa.com

Website: www.ntiusa.com

PROGRAMS

Computer Service Technician Integrated Digital Electronics Computer Business Programs

NORTH ADRIAN'S BEAUTY COLLEGE 124 Floyd Avenue

124 Floyd Avenue Modesto, California 95350

CONTACT

WEB DATA

Patricia Cochran, Director Phone: (209) 526-2040 FAX: (209) 524-9347 E-Mail: adrians@inreach.com Website: None Available

PROGRAMS

Cosmetology Manicuring Esthetics Refresher Course

TRAINING AND RESOURCE CENTER

723 14th street Modesto, California 95354

CONTACT

WEB DATA

Cheryl Huckaby, Admissions Director E-Mail: info@trcmodesto.com Phone: (209) 342-0130 Website: www.trcmodesto.com FAX: (209) 342-0132

PROGRAMS

Administrative Assistant
Automated Account Clerk I
Automated Account Clerk II
Automated Receptionist
Clerical
Computer Operator Training
General Office Clerk I
General Office Clerk II

Inventory Control/ Ship. Clerk Medical Admitting Clerk Medical Office I/Secretary Medical Office II/Secretary Secretary/Word Processing I Secretary/Word Processing II Skills Upgrading

SCOE YOSEMITE ROP

1100 H Street Modesto, California 95354

CONTACT

WEB DATA

Judie Piscitello, Director Phone: (209) 525-5093 FAX: (209) 525-5108

E-Mail: cyoung@stan-co.k12.ca.us Website: www.stan-co.k12.ca.us

PROGRAMS

Advanced Floriculture

Advanced Retail Sales & Marketing (Merchandising)

Ag Equipment Repair

Ag Power and Machinery Auto Body Repair I & II

Automatic Transmission- Rear and Front Wheel

Automotive Services Technician I & II **Business Applications for the Computer**

Business Management (Small Bus. Ownership & Mgt) Marketing & Sales

Business Technology: Accounting I & II

Cabinet Construction I Cabinet Construction II

Carpentry

Certified Nursing Assistant

Computer Applications for Small Businesses

Computer Assisted Drafting Computer Programming I

Computerized Equipment Servicing 1-2 Computerized Equipment Servicing 3-4 Construction Technology 1-2, 3-4

Cosmetology Criminal Justice

Custodial Services

Desktop Publishing

Early Childhood Education (Child Care Aide)

Electrical Technology

Elementary Education (Teacher Aide)

Fashion Merchandising

Floriculture

Food Services I, II, III & Cooperative

Graphics/Printing Occupations

Home Health Aide

Hospital Health Occupations

Industrial Engineering Technology/Electronics

Medical Office Occupations 1-2 Medical Office Occupations 3-4

Metal Fabrication

Nursery Landscape Occupations Office Procedures & Technology

Photography

Retail Supervisor (Co-op Retail sales/

merchandising)

Security Guard Training

Sheet Metal & Industrial Fabrication Small Engine/Motorcycle Repair 1-2 Small Engine/Motorcycle Repair 3-4

Technical Illustration

Theater Stagecraft 1-2 (Carpentry)

Theater Stagecraft Practicum 3-8 (Carpentry)

Welding & Fabrication

Word Processing

TURLOCK ADULT SCHOOL 1574 E. Canal Drive

Turlock, California 95380

CONTACT WEB DATA

Kathy Newsum, Adm. Secretary Phone: (209) 667-0643

(209) 667-0695 FAX:

E-Mail: knewsum@turlock.k12.ca.us Website: www.Turlock.k12.ca.us

PROGRAMS

Office Procedures and Technology **GED Preparation**

WESTERN PACIFIC TRUCK SCHOOL

2316 Nickerson Drive Modesto, California 95358

CONTACT

Rebecca Carter, Admissions Rep. Isabelle Pulido, Admisions Rep. Phone: (209) 531-9226

FAX: (209) 538-6773

WEB DATA

E-Mail: nordic@wptruckschool.com Website: www.wptruckschool.com

PROGRAMS

Advanced Tractor Trailer Operator Class B Licensing Forklift Operations

Stanislaus County 2003 73

WORLDWIDE EDUCATIONAL SERVICES

1620 N. Carpenter Road, Suite D-47 Modesto, California 95351

CONTACT

WEB DATA

Sally Alameda, Office Manager Phone: (209) 575-1933 FAX: (209) 575-2009

E-Mail: tia123@ix.netcom.com Website: www.wesoc.com

DEPARTMENTS

Basic Education/G.E.D.

Business – Accounting

Business – Clerical

Business – Customer Service

Business – Sales/Mgt. Computer – Desktop Pub.

Computer – Graphics

Computer – Network Computer – Internet/Website

Legal Secretary

Medical – Clerical

Medical – Transcription Property Management

Inclusion in this Training Directory is not an endorsement by the State of California Labor Market Information Division or the Stanislaus Career Network.



Stanislaus County 2003

Stanislaus Economic Development and Workforce Alliance



The History

Stanislaus County, encompassing nearly 1500 square miles and over 500,000 people includes 9 cities and several unincorporated communities. In order to promote economic development and allow for the functional merger of those economic development efforts with area workforce development programs, the leadership in the county formed the **Stanislaus Economic Development and Workforce Alliance**.

Previously the Department of Employment and Training of Stanislaus County operated independently to implement the Federal programs created by the Workforce Investment Act of 2000. The economic development role for the county was fulfilled by SCEDCO (Stanislaus County Economic Development Corporation). The newly formed Alliance is a 501(C-6) not-for-profit Private Corporation with a board of directors consisting of 47 members. The board is a mixture of public and private representatives including one public sector representative from each city.

In keeping with the laws governing the Workforce Investment Act, there is one more private member than public member on the board (51% private) and certain segments of community services organizations and educational areas are mandated. The board is subject to the State of California Conflict of Interest Codes and the Brown Act covering open meeting guidelines.

What We Do

The Alliance is charged with serving employer and employee needs for the entire county while effectively partnering and adding value with local economic development programs that currently exist in the county and several of the county's cities.

The Workforce Training Component...

focuses on the three areas mandated by the Workforce Investment Act which targets adult workers, adult dislocated workers, and youth programs. The Department of Employment and Training continues to identify, determine eligibility, screen and then assist any qualifying individual to access training programs-funded by WIA and then monitor outcomes .The synergy created by the Alliance of matching these charges with employer needs is creating some innovative approaches to identify and meet specific training needs for new and existing skill areas and providing articulation with all levels of training providers and programs to benefit both employers and job seekers.

The Economic Development Division...

is rapidly developing the full complement of approaches to identify potential employment opportunities and develop the county's economy. Professionally led programs in corporate recruitment, existing business, entrepreneurial development, business consulting, small business development international trade and tourism coordination are slated.

A Resource Center...

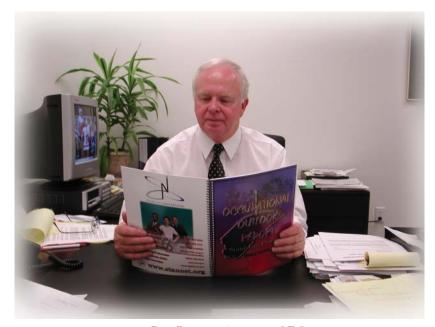
has been created providing professional assistance to corporate prospects and companies seeking business intelligence on trends, new products, competition and cost factors of operating in Stanislaus County. The resource center also provides assistance on demand from our public sector partners to help in identifying community information.

Our marketing efforts also gain much needed assistance from the resource center as we developed community profiles, industry cluster intelligence and conduct a full array of modern marketing techniques. E-marketing utilizes an updated and comprehensive web site including state of the art site data information which will be the centerpiece of the marketing strategy. Also included will be advertising, direct mail, telemarketing, public relations, trade shows, seminars, special events, prospect trips and newsletters.

Visit our offices at:

1011 11th Street Suite 1400 Modesto, CA 95354 (209) 567-4985

Serving your Business Resource needs!



Bill Bassitt, Alliance CEO

Visit us on the WEB at:

www.stanalliance.org



laus County 2003

Previously Studied Occupations- Stanislaus County

853050	Automotive Body Repairers	670080	Pest Controller
853020	Automotive Mechanics	325170	Pharmacists
810050	First Line Sup-Contsruction	325180	Pharmacy Technician
680050	Hairdressers/Cosmet.	830050	Production Inspectors/Testers/Graders
533020	Insurance Adjusters	329190	Radiologic Technologist
790410	Laborers, Landscaping	553050	Receptionists and Information Clerks
891080	Machinists	878080	Roofers
670020	Maids and Houskeepers	313080	Secondary School Teachers
329020	Medical/Clinmical Lab Tech	857020	Telephone / Cable TV Line Installers
215110	Personnel/Training Spec.	971020	Truck Drivers, Heavy

531230	Adjustment Clerks	531210	Loan and Credit Clerk
07936199	Animal Health Techs	851190	Mach. Maintenance Mechanics
535080	Bill / Account Collectors	660050	Medical Assistants
857050	Bus Drivers- School	169167998	Office Managers
929170	Cooking Mach. Operators	079364998	Optometric Assistant
553210	File Clerks	283050	Paralegal Personnel
538080	Hotel Desk Clerks	273070	Residential Counselors
979470	Ind. Truck and Tractor Op.	323020	Respiratory Care Practitioners
533110	Insurance Claims Clerks	150330999	Storage and Distribution Managers
551020	Legal Secretaries	313110	Teachers- Special Education

939560	Assemblers and Fab.	929740	Packaging and Filling Mach. Tender
553380	Bookkeeping Clerks	874020	Painters and Paperhangers
853110	Bus and Truck Mechanics	875020	Plumbers / Pipe fitters
857050	Data Proc. Equip. Repair	630140	Police Patrol Officers
410020	First line Sup-Sales	325020	Registered Nurses
859020	HVAC Mechanic	891320	Sheet Metal Workers
150140	Industrial Prod. Mgr	273050	Social Workers
851320	Maint. Repairer- General	580230	Stock Clerks
329110	Med. Records Tech	315140	Vocational and Ed Counselors
917140	Metal Fab- Structural Met.	660210	Occ.I Therapy Assit/Aids (DELETED)

Previously Studied Occupations- Stanislaus County

1999

211140 650170 329080 580050 130020 630080 810080 898080 790110 273080	Accountants and Auditors Counter Attendents Dental Hygienist Dispatchers Financial Managers Firefighters First line Sup-Production Food Batchmaker Graders and Sorters Human Service Workers	031064999 211080 185167999 130110 551050 323080 325110 150110 313050 531020	Internet Website Designers Loan Officers and Counselors Managers, retail Marketing, Ad. PR Managers Medical Secretaries Physical Therapists Physicians' Assistants Property Managers Teachers, Elementary Tellers
		1998	
169167997 620281999 939050 490230 680380 033162996 251040 650260 490170 660020	Administrative Assistants Auto Tech- Exhaust Cannery Workers Cashiers Child Care Workers Computer Network Tech Computer Support Spec. Cook-Restaurant Counter/Rental Clerks Dental Assistant	150261 630470 315211 325050 660170 660170 490112 329280 650080 939140	Food Service Manager Guards and Watch Guards Instructional Aides Licensed Vocational Nurse Physical Therapy Aides Physical Therapy Assistants Salesperson- Retail Surgical Technician Waiters and Waitresses Welders and Cutters
853020 003362999 871020 650410 251051 650320 553350997 872020 987000 190050	Auto Mechanics CAD Technicians Carpenters Comb. Food Prep/Service Computer Programmers Cook-Spec. Fast Food Customer Service Rep Electricians Freight/Stock/ Mat Movers Gen. Managers/Top Exec.	670050 851190999 891080 660080 925430 580080 553050 490140 580280 971020	Janitors and Cleaners Mach. Maintenance Mechanics Machinists Nurse Aides (CNAs) Printing Press Mach. Operators Prod, Planning, Expediting Clerks Receptionists and Info Clerks Salesperson – Parts Traffic, Shipping, Receiving Clerks Truck Drivers, Heavy

Stanislaus County 2003 81



Stanislaus County 2003

The California Cooperative					
CCOIC	ALL RESPONSES ARE KEPT STRICTLY CONFIDENTIAL				
	Whom should we contact with any further questions?				
Occupational Information System	Name:				
Please return completed questionnaire to: Stanislaus County DET Andy Fiskum	Position:				
PO BOX 3389 Phone: 209-558-2107 Modesto, CA 95353-3389 Fax: 209-558-2164	Phone: Fax:				
Audio and Video Equipment Technicians - 27-4 Set up or set up and operate audio and video equipment					
screens, projectors, video monitors, recording equipm					
boards, and related electronic equipment for concerts	s, sports events, meetings and conventions,				
presentations, and news conferences. May also set u lighting systems.	p and operate associated spotlights and other custom				
Does your firm employ any individual performing the du	ties in the occupation described above? \(\square\$ Yes \quare\$ No				
If yes, please complete this survey for the occupation					
If no, please return this questionnaire to the above If your firm has multiple locations, please confine your answer					
What job title(s) does your firm use for these duties					
2a. How many employees does your firm currently have in	this occupation?				
2b. In this occupation, how many are: Male?	Female?				
2c. In this occupation, how many current employees are :	On average, how many weekly hours do they				
work? Regular, Full Time:	Average Weekly Hours Worked:				
Regular, Part Time:	Average Weekly Hours Worked:				
Temporary/On Call:	Average Weekly Hours Worked:				
Seasonal:	Average Weekly Hours Worked:				
3. In your firm, what shifts are available for this occupation	? (check all that apply)				
☐ Day ☐ Swing ☐ Graveyard ☐ Other (Pleas	se specify):				
4. Has your firm hired in this occupation within the last 12 mc					
How many were hired to fill vacancies resulting from promo	tions within your firm?				
How many were hired to fill vacancies resulting from people	in permanent positions leaving your firm?				
How many were hired to fill new permanent positions resu	Iting from growth?				
How many were hired to fill temporary, on call, or seasona	I positions?				
5a. During the last 12 months, did your firm's employment in ☐ Decline ☐ Remain Stable ☐ Grow	this occupation: (Check one)				

5b. Over the next **24 months**, do you **expect** your firm's employment in this occupation to: (Check one)

If yes or preferred, how much experience in this occupation is required/preferred? _____ (months)

6. When you hire applicants for this occupation, is prior experience in this occupation required?

Is experience in **other occupations** accepted? \Box Yes \Box No

 \square Decline \square Remain Stable \square Grow

If yes, please specify: Occupation: __

☐ Yes ☐ No ☐ Not required, but preferred

_____ (months)

If prior experience is required what firm to find fully qualified applican			or this oc	cupation,	please ii	ndicate ho	ow difficu	ılt it is for y	our/
		fficult = 1	2	3 4	= Difficult				
8. If prior experience is not require your firm to find qualified applicants	. (Circle one)	re applicar	nts for thi		tion, plea		te how di	ifficult it is	for
9. Does your firm accept training as			ce in this	occupat	ion?	Yes [l No		
If yes, how many months	of training can	generally I	be substi	tuted?		(months)			
10. Is technical or vocational trainin						,			
	required, but p	-	,						
If yes or preferred, what I			d/nreferre	2d?			(r	months)	
in yes of preferred, what i	and or training	13 required	и/ргететте	.u:			('	HOHEIS)	
11. What is the minimum level of e	education your	firm requ	ires whe	n hiring a	n applica	nt in this	occupatio	on? (Chec	:k
one).	diploma 🔲 H	High school	ol diploma	a or equi	valent				
☐ Associate Degree (2 ye	ar) 🔲 Bach	elor Degre	e (4 yea	r) 🗆 (Graduate	Study			
12a. What is the usual income earn	ed by your firm	i's employ	ees in th	is occupa	ation at th	e followin	ig levels	of skill and	d
experience?			Base	Wage or	Salary				
New hires, no experience	e (trained or ur	ntrained):			-				
New hires who are expense.		,							
Experienced employees			\$						
Please check one: Ho		☐ Mor	Ψ th Π	Year					
12b. For other compensation, if app					ll earning	is and tyr	as(s) of	compans	
	-				_	s and typ	163(3) 01	Compense	itioii.
New hires, no experience		iti aii ieu).							
New hires who are expense.			\$						
Experienced employees	-		»						
Please check one:				Year	_	_			
Type of Compensation:	□ Commission	☐ Tips	в 🗆 Во	onus L	J Piece F	Rate L	l Other (I	Please sp	ecify):
13. Are the wages for employees in	this occupation	n subject t	o a colle	ctive bar	gaining o	union ag	greement	:?	
	what is the nar							ation and	ماه نمایی
14. Please check which benefits you best describes who pays for them:	ur πrm oπers τυ Employer) and pa Share			yees in tr e Pays All		rovided	wnich
,	FT	PT	FT	PT	FT	PT	FT	PT	
Medical Insurance									
Dental Insurance									
Vision Insurance									
Life Insurance									
Sick Leave									
Vacation Retirement Plan									
Child Care									
Other (Please Specify):									

15a. Does your firm ever promote employees in this occupation to higher level positions?								
	If yes, what are the titles of the position	s to which they may be prom	oted?					
15b. W	15b. What skills are important for career advancement ?							
16. Wh	nat computer software skills, if any, does y	our firm seek in applicants fo	or this occupation? (Check all that apply)					
None	☐ Word Processing ☐ Spreadsheet ☐ Database ☐ Desktop Publishing ☐ Other (Please specify):							
	What are the main software programs u	used for everyday operations	by your firm?					
	nat other new skills are needed to perform	· 	? ree most successful recruitment methods?					
	☐ In-house promotions or transfers	☐ Newspaper ads	☐ Internet					
	EDD .	☐ Walk-in applicants	☐ Colleges/Universities					
	☐ School/program referrals	☐ Union hall referrals	☐ Employee referrals					
	☐ Private employment agencies	☐ Trade journals	☐ Other (Please specify):					
19. Are	e you aware of any new, changing, or eme	rging occupations in your ind	ustry?					
	If yes, please specify:							
20. Wo	ould you like to receive a complimentary co	opy of the survey results for the	his occupation?					



STANISLAUS CAREER NETWORK



Find Our Resource Center Locations at:



www.stannet.org